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Committee on the Elimination of Discrimination against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Combined initial and second periodic reports of States parties

GUATEMALA*

* For the initial report submitted by the Government of Guatemala, see CEDAW/C/GUA/1-2.

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ADDENDUM TO THE INITIAL REPORT OF GUATEMALA SUBMITTED IN COMPLIANCE WITH ARTICLE 18 OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

PERIOD 1984-1990

PART I

1. GENERAL OVERVIEW OF THE COUNTRY

(a) Historical background

On 14 January 1986, the present democratic regime was instituted following the holding of popular elections; it is headed by the current President of the Republic, Mr. Marco Vinicio Cerezo Arévalo.

2. POPULATION

According to estimates pertaining to mid-1990, the population of Guatemala totalled 9,197,000 inhabitants and, if the same rate of growth continues, the population will have reached 12 million by the year 2000.

According to the 1989 socio-demographic survey conducted by the National Institute of Statistics (INE), the population that year was 8,663,589, with an annual growth rate of 3.2 per cent and an average nationwide population density of 79 inhabitants per km^2, ranging from 841 inhabitants per km^2 in the Metropolitan Region, followed by the south-western region with an average of 186 inhabitants per km^2, to the most remote region, Petén, with five inhabitants per km^2 (table 1).

The geographical distribution of the population is thus highly uneven, a phenomenon that is partly explained by factors relating to the country's socio-economic organization.

The urban population, which is located mainly in cities and the chief towns of departments, stands at 3,013,697, representing 34.78 per cent of the national total and comprising 33.9 and 35.6 per cent of the total male and female population, respectively. The remaining 5,650,162 inhabitants, i.e., 65.2 per cent, are classified as rural and reside in more than 19,000 localities of less than 2,000 inhabitants each. This gives some idea of the dispersal of the bulk of the rural population, which is made up of 66.1 per cent of the total male population and 64.4 per cent of the total female population (table 2).

The population is a predominantly young one, 40 per cent being in the age group from 0 to 14 years and 50.4 per cent in the age group from 15 to 64 years, with only 3.6 per cent aged over 65 years. For the five-year period 1985-1990 the components of population dynamics that are measured by fertility and mortality statistics show an overall fertility rate of 5.8 births per woman and a life expectancy of 62 years.

3. WAYS AND MEANS OF IMPLEMENTING THE CONVENTION

Pursuant to the Convention, laws have been passed to protect women, and a number of measures have been adopted to promote their active participation in the comprehensive development of the country.

The subject of women's rights has received a fresh impetus from its inclusion in such topics as development, peace and international cooperation as part of the efforts to improve the social status of women.

The judicial and social means of implementing the Convention are set out in the Constitution of the Republic, the Labour Code, the Social Security Regulations, the Civil Service Act and the Penal Code.

In 1986, the number of institutions or authorities whose function is to ensure compliance with the principle of equality of men and women was increased by the addition of the Office for the Defence of Human Rights ("Procuraduría de los Derechos Humanos"), which devotes particular attention to women's issues and concerns.

In Guatemala, men and women who are of full age (18 years) possess equal rights. This is laid down in the Constitution of 1985, article 4 of which states: "Liberty and equality. In Guatemala, all human beings are free and equal in dignity and rights. Men and women shall, irrespective of their marital status, have equal opportunities and responsibilities ...".

Citizenship is a necessary requirement for eligibility to vote and be elected and also to acquire rights and assume obligations, as is laid down in article 136 of the Constitution: "Citizens shall have a right and duty to: ... (b) vote at elections and stand for election; (c) ensure the freedom and effectiveness of voting and the probity of the electoral process; (d) aspire to public office; (e) participate in political activities; and (f) uphold the principle of successive presidents and non-re-electability to the office of President of the Republic".

Under the Guatemalan political and electoral system, the State guarantees the right to form and operate political organizations, which are governed by the law relating to political parties, political organizations and the electoral process (see legal annex). Despite the fact that the right to participate in such activities is guaranteed, the extent of women's active involvement in political life is unsatisfactory.

4. GENERAL STATE OF THE ECONOMY

The monetary unit is the quetzal. Until 1984, its value was based on parity with the United States dollar. That same year, however, a process of devaluation began, and the official exchange rate is currently five quetzals to the dollar (Q 5.00 = $1.00).

According to the statistical bulletin published by the Bank of Guatemala, the gross domestic product for 1990 was 3,415,897,000 quetzals, derived mainly from agriculture, commerce, manufacturing and services. On the basis of population data, this represents a per capita income of 312.42 quetzals, which is unequally distributed since 64.5 per cent of the population live in extreme poverty and 18.9 per cent in poverty, with only 16.60 per cent classified as not poor.

5. DESCRIPTION OF THE LEGAL AND PUBLIC SYSTEM

The legal system currently existing in Guatemala is based on the precepts embodied in the Constitution of 1985, which refers to the judicial branch in its articles 203 to 222 (see legal annex), in its preamble and in its provisions relating to "individual rights" concerned with the functioning of the courts; in the Judiciary Act (Decree No. 1762 of the Congress of the Republic dated 11 June 1968); and in the Legal Protection ("Amparo"), Habeas Corpus and Constitutionality Act (Decree No. 1-86 of the National Constituent Assembly).

The institutions and/or authorities responsible for ensuring compliance with the principle of equality between men and women now include the Office for the Defence of Human Rights.

The political system of Guatemala is republican, democratic and representative. Sovereignty rests with the people, who delegate the exercise of its functions to the legislative, executive and judicial branches, none of which may be made subordinate to either of the other two.

The State guarantees the right of political organizations, which are governed under the law, to constitute themselves and operate. Currently, 19 political parties are listed.

6. RELIGION

The Constitution of the Republic guarantees freedom of worship (see legal annex).

7. LIST OF GOVERNMENTAL AND NON-GOVERNMENTAL INSTITUTIONS ESTABLISHED SINCE 1986 TO PROMOTE THE ADVANCEMENT OF WOMEN

1. Private Office of the First Lady of the Nation
2. Guatemalan Women's Party and Support Block
3. National Coordinating Unit for Guatemalan Widows
4. Mutual Support Group
5. XXIst Century Association of Guatemalan Women
6. "Living Earth" Women's Group
7. Guatemalan Women's Group
8. Ministry for Special Purposes
9. Ministry of Urban and Rural Development
10. Women's Group for the Promotion of Family Improvement
11. National Programme for Micro-enterprises
12. Consumer Protection League
13. Office for the Defence of Human Rights
14. National Institute of Statistics
15. Special Commission for Assistance to Repatriates

8. MECHANISMS, REMEDIES AND MEANS AVAILABLE TO WOMEN VICTIMS OF DISCRIMINATION

In 1990, the Office for the Defence of Human Rights, which was established in 1986, set up a section to deal specifically with the protection of women's rights, thereby adding to the bodies that exist to assist women.

PART II

ARTICLES 1 TO 4

When the National Constituent Assembly promulgated the Constitution of Guatemala that entered into force on 31 May 1985, it adopted the provisions of the Convention.

Article 4 of the Constitution, which relates to liberty and equality, proclaims that "In Guatemala, all human beings are free and equal in dignity and rights. Men and women shall, irrespective of their marital status, have equal opportunities and responsibilities. No person may be subjected to servitude or to any other condition that impairs his or her dignity. Human beings should act towards one another in a spirit of brotherhood."

The Constitution of the Republic, in its substantive part, emphasizes the importance of participation through the establishment of principles that are to form the basis for social well-being in the country, one such principle being the participation of the entire population without distinction, and lays down that:

"It is the duty of the State to guarantee the inhabitants of the Republic liberty, justice, security, peace and all-round development."

Maternity is protected by the State, which is required to ensure, in particular, the strict observance of the rights and obligations arising out of motherhood (see legal annex).

The inhabitants of the Republic, both men and women, are to have access to culture, education, health, employment and minimum social rights at the workplace.

In 1989, a national policy statement was drawn up regarding women's development and advancement in the areas of equality, participation, education, health, employment, peace and special situations. This statement has been submitted to the presidential candidates for the 1991-1996 term.

ARTICLE 5

During the period under review a political decision was taken in the form of the promulgation of a ministerial decree establishing a committee, comprising the bodies within the Ministry of Education that are responsible for revising textbooks and school curricula, to liaise with the National Office for Women's Affairs in conducting inspections to ensure that no elements of discrimination against women or traditional stereotypes of women or her role in the family are perpetuated in school textbooks or other teaching materials (see legal annex).

ARTICLE 6

During this same period a study was made of the legislation and proposed amendments to the laws relating to women's legal status, with attention focused on the traffic in and prostitution of women, in regard to which it has been proposed that both the terms of imprisonment and the fines should be increased (see legal annex).

ARTICLE 7

Of the citizens entered on the electoral rolls for 1985, 39 per cent (1,083,772) were female and 61 per cent (1,669,800) were male.

Nowadays, both women and men take part in voting, whether they are literate or not, and at the 1985 general elections 24 per cent of the total number of citizens who voted (62 per cent of the electorate) were female, and out of the literate voters (38 per cent), 15 per cent were women.

In the last four years, the following women have served in the executive branch: four ministers of State, five deputy ministers, one public relations secretary in the Office of the President, one private secretary in the Office of the President, one director of the Central American Gazette (Diario de Centro América), two governors, two social welfare secretaries in the Office of the President, one ombudswoman for women's rights, and one director and one assistant director of health services.

There are seven female deputies in the legislative branch, one of whom has been deputy speaker of the legislature and acting speaker on several occasions. Ms. Catalina Soberanis Reyes competed for the post of speaker of the 1990 legislature; her application was the subject of some discussion, although she ultimately had to withdraw her candidature for the final selection to be made, so that the post fell to a male.

In the judicial branch, several women hold posts as judges and magistrates. One such woman, Ms. Marta Lupe Meneses de Jauregui, was nominated by the Guatemalan Lawyers' Association and elected by the Congress of the Republic.

Of the 12 posts of councillor on the Municipal Council of Guatemala City, two are held by women.

In 1989, for the first time in the country's history, a woman, Ms. Raquel Blandón de Cerezo, stood as a preliminary candidate for President of the Republic in the internal primary elections of the Christian Democratic Party.

In the 1990 elections, the candidates for Vice-President of the Republic included Ms. Aracely Conde de Paiz, who was nominated by the Democratic Socialist Party. Women have also figured in the various Guatemalan political parties as contenders for the posts of deputy, mayor, chief municipal officer, councillor and Central American parliamentary representative (see graphs).

Women have risen to these positions through their own efforts and as a result of progress made towards greater participation by women in political

and public life. Nationally there are no quota systems that legally require the different organizations and institutions to set aside posts to be filled by women.

The number of citizens eligible to vote at the elections held on 11 November 1990, i.e., the number of persons recorded on the electoral rolls as at 11 August 1990, was 3,204,003, from which it was ascertained that, of those able to take part in the elections, 40 per cent were women and 60 per cent were men.

With regard to the cooperative movement, according to data supplied by the National Institute of Cooperatives, a total of 1,094 cooperatives were registered, as at June 1990, including five made up exclusively of women. Out of a total of 257,750 cooperative members, only 20 per cent are females.

The presence of women at the managerial and decision-making levels of cooperative organizations has been gaining ground, particularly in the production cooperatives, where women are serving as directors of the various bodies within the cooperatives themselves and in federations.

There are cooperatives in the country, mainly engaged in handicrafts, that are organized and headed by women, particularly widows. Also, among the professional organizations, women are forming trade associations with a view to improving and raising the professional status of their members. Some of these groups have developed beyond the level of purely trade associations and have expanded into the social and political spheres to become a lobbying force pressing for certain rights.

Within the trade unions, women are endeavouring to occupy positions at the decision-making levels. As at March 1990, out of a total of 815 unions with a membership of 77,370 workers, only 9 per cent of the members were women, and there was only one trade union, the Nurses' Union, with an all-female membership.

ARTICLE 8

Guatemalan women held important posts at the international level in recent years, having represented their country as ambassadors and consuls in Argentina, Costa Rica, Denmark, the Dominican Republic, Finland, Germany, Greece, Haiti, Israel, Norway and Venezuela.

The Government of Guatemala is a member of the Commission on the Status of Women, where it is represented by Ms. Raquel Blandón de Cerezo, the First Lady of the Nation, who also chaired the Fourth Regional Conference on the Integration of Women into the Process of Economic and Social Development of Latin America and the Caribbean, organized by the Economic Commission for Latin America and the Caribbean (ECLAC) to encourage its member States that have not yet signed or ratified the Convention to do so as soon as possible.

In 1989, various seminars were held on women's issues, one of the most important being the seminar organized jointly with the Division for the Advancement of Women, based at the United Nations Office at Vienna, on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, in which Latin American and Caribbean countries took part.

ARTICLE 9

For the purposes of this addendum, no further legal steps are envisaged with regard to women's nationality, and the relevant provisions set out in the initial report still apply.

ARTICLE 10

The State guarantees freedom of education and teaching policy. It also deems the establishment and maintenance of educational institutions, cultural centres and museums to be in the public interest, and it subsidizes private non-fee-paying educational institutions (see legal annex).

In Guatemala, education is compulsory and the people have a right and duty to receive basic education - pre-primary, primary and lower secondary - within the age limits established. The State provides education free of charge and also promotes and awards scholarships (see legal annex).

Owners of industrial, agricultural, livestock-raising and commercial enterprises have a statutory obligation to maintain schools, day-care facilities and cultural centres for their employees and the school-age population (see legal annex).

In 1988, the country's illiterate population stood at 52.5 per cent. Of this national average, illiterate women make up 58 per cent, with significant differences according to whether they live in urban or rural areas: 26.4 per cent in the case of the former as against 61.1 per cent with regard to the rural female population. These differences are even more pronounced if ethnicity is taken into account, since the percentage rises to 75 per cent among indigenous women and in some monolingual communities is as high as 90 per cent (table 3).

Literacy training has been declared a matter of national urgency, and it is a social duty to contribute to it. The State is obliged to develop and promote it, and currently 1 per cent of the general State revenue budget is allocated for this purpose (see legal annex, table 4).

The coverage rates of the formal educational system for 1985 were 26.9 per cent at the pre-primary level (5-6 years), 58.4 per cent at the primary level (7-14 years), 14.8 per cent at the lower secondary level (13-20 years) and 6 per cent at the higher secondary level. The 1989 Nationwide Socio-Demographic Survey conducted by the National Institute of Statistics showed that just 42 per cent of females had completed primary education, 11 per cent had completed secondary schooling and only 1.4 per cent were pursuing university studies (table 5).

During 1989, 3,787 scholarships were awarded through the Ministry of Public Education for the various courses of study existing at the basic and specialized levels - 11.36 per cent of these grants going to female students - at a total budgeted cost of 1,363,360 quetzals, with each scholarship-holder receiving a monthly sum of 40 quetzals for 10 months of the year.

For the last five years, the State has been concerned to expand the extent of educational coverage, at both the primary and secondary levels, by creating more teaching posts, supporting the experimental vocational institutes and promoting the involvement of private enterprise in education.

The Ministry of Education has been making efforts to lay the bases for restructuring the educational system with a view to decentralization at the national level, and also to revise and adapt the curricula to the needs, interests and problems of the population, through the Human Resource Improvement and Curriculum Adaptation Scheme (tables 6, 7 and 8).

Although these efforts have been considerable, they are still not sufficient to bring about a comprehensive and nationwide solution. Various factors have come into play, such as population growth, a surge in classroom attendance owing to the universalization of primary education, poor economic development, public disasters and political instability, which have all contributed to the crisis situation now facing education.

With regard to further education, the State University is an independent institution with exclusive responsibility for administering, organizing and developing higher State education and university-level vocational training. In addition, it has a duty to promote research into all areas by all possible means and to contribute to the study and solution of national problems (see legal annex).

In 1987, the percentages of women graduates at the post-secondary level were: 23.2 per cent in medicine, 6.4 per cent in engineering, 23 per cent in law, 70 per cent in chemistry and pharmacy, and 5.1 per cent in agricultural science.

In that same year, 35 per cent of the scholarships granted by the State University were awarded to women (see graphs).

At one of the private universities, the Rafael Landivar University, the percentages of women students graduating in 1990 were as follows: economics 51 per cent, agricultural science 1 per cent, legal and social sciences 25 per cent, political and social sciences 47 per cent, and humanities 76 per cent.

ARTICLE 11

Figures for 1986-1987 obtained from the Nationwide Socio-Demographic Survey undertaken by the National Institute of Statistics show that at that time 67 per cent of the total population of the Republic were of working age. Of this population segment, 50.1 per cent were economically active, the overall economic participation rates being 50.6 per cent for men and 49.4 per cent for women. The breakdown of the economically non-active population was the inverse of that observed for the economically active population, the female participation rate rising to 78 per cent and the male participation rate falling to 22 per cent.

The high rate of female participation in the non-active sector emphasizes the extent of their occupation in domestic tasks; further, because of the tight labour market, the services and work that women perform tend to be disguised as non-activity.

The breakdown of the economically active population by sex shows a higher participation of men in the employment (75.3 per cent, as against 22.6 per cent for women).

A gender-based analysis of the specific rates of participation shows that these are in all cases higher for men (37.5 per cent) than for women (24 per cent), an indication of the greater degree of participation of men in economic activities.

There is a predominance of women in the salaried employee group (51.4 per cent), a phenomenon that could be indicative of women's increased access to the modern sectors of the economy, although it should be borne in mind that domestic service accounts for a major share of the female labour force and is classified as salaried employment.

It can be seen from an analysis of the occupational breakdown by sex that almost two thirds of all economically active males are employed in agriculture, while occupations are more diversified in the case of females, with 25 per cent employed in selling and a further similar percentage in personal services, followed in descending order by handicrafts and unskilled work.

Among professional and specialist workers, the occupations regarded as traditionally masculine continue to be engineering and architecture, where women hold 6.2 per cent of the posts, and even within these groups a further distinction has to be made between intermediate and higher skills (nurses, doctors, university lecturers). This stratification is also evident among salaried employees, where women constitute 77.1 per cent of secretaries and typists, and only 19.4 per cent of administrative staff. Among non-agricultural workers, jobs traditionally regarded as masculine continue to show a negligible participation of women (2 per cent of mechanics and 0.7 per cent of drivers), while a more evenly balanced situation exists among textile workers (40 per cent of whom are women) and garment-makers (33 per cent). Most female workers in the service industry are found in traditional occupations (97 per cent in domestic service and 70 per cent in the accommodation and catering sectors), and women are employed to a minor extent only in security and surveillance (1.7 per cent).

The occupational breakdown of women's employment changes only slightly if their jobs are performed in the public sector, bearing in mind the low level of female employment in that sector (13.5 per cent of the total economically active population).

Female participation rates in the public sector are highest in the specialist occupations (46.9 per cent of specialist staff in the public sector are women, whereas they make up 33.9 per cent of the 1.09 per cent of specialist staff in the private sector), and are slightly lower among employees of various kinds (18.2 per cent of public-sector employees are women, as against 23.3 per cent of private-sector employees). Although the figures are very small, they appear to indicate that women occupy fewer posts at the senior management level in the public sector than in the private sector (4.4 per cent of directors in the public sector are women, compared with 11.9 per cent in the private sector). Finally, it can also be seen that, in a context where the public sector essentially involves the service trades rather than industry and agriculture (80 per cent services compared with 14 per cent industry and 6 per cent agriculture), women are employed primarily in services and hardly at all in the remaining 20 per cent of the State sector (industry and agriculture). Nevertheless, in view of the far greater number of women employed in the private-sector service industry, the activity rate in the

State service industry is higher for men than for women: 34.3 per cent of men working in services do so in the State sector, while the corresponding figure for women is 19.9 per cent.

Among public-sector employees, women possess a higher level of formal education than men, even though they make up only 28.1 per cent of the total.

Wage discrimination against Guatemalan women varies according to the different occupational and professional categories.

Information gathered in 1987 shows greater discrimination among private-sector salaried employees, where women's pay levels were 72 per cent those of men, whereas there appears to be no discrimination among public-sector salaried staff. Also, there seems to be more discrimination in the earnings of self-employed women (82 per cent of men's earnings) than in the pay of salaried female employees (95 per cent of men's pay). Among the various occupational categories, discrimination is particularly marked in the case of unskilled female workers (53 per cent of the wages earned by men) and personal service workers (62 per cent of men's pay), although it is also significant in the case of women clerical and sales staff (64 per cent of men's earnings). Despite this situation, there was a trend during the 1980s towards a slight lessening of discrimination against women (tables 9 and 10).

In the last two years, there has been an expansion of the in-bond ("maquila") assembly industry (complete process) and, although the statistical data requested from the various chambers of industry, agriculture and commerce have not been received, it is generally known that the majority of employees are women, who work under conditions that are detrimental to their physical and mental health in return for a wage that is not commensurate with the effort involved, and that only a few of these women enjoy the benefits provided for under the law.

A similar situation occurs with those women who work as part of a household unit during harvesting periods on coffee, sugar-cane, cotton, etc. plantations. All that could be learned in this connection is that the wages owed the women and children are paid to the husband as the head of the household, even though the law stipulates that each family unit member is entitled to a wage of his or her own.

In addition, the Government, through the Department of Social Welfare, provides comprehensive care facilities for children aged from 45 days to seven years while their mothers are working. There are 30 social welfare centres within the Republic and 10 in the capital city, which are enough to provide coverage for only 1.25 per cent of poor families.

In November 1985, the Guatemalan Institute of Social Security (IGSS) increased the period of child medical attention to five years (to 12 years for disabled children) and extended medical care for retired women who have qualified for such benefits during their working life.

The informal sector of the Guatemalan economy, in which most women are employed, does not provide either benefits of this type or favourable working conditions.

ARTICLE 12

Health matters are governed by articles 93 to 100 of the Constitution of the Republic (see legal annex).

The general health indicators for 1989 are as follows:

General mortality	10.46 per 1,000 inhabitants
Infant mortality	45.32 per 1,000 inhabitants
Maternal deaths	1.2 per 1,000 inhabitants
Life expectancy	62 years
Birth rate	38.6 per 1,000 inhabitants
Natural population increase	2.92 per 1,000 inhabitants
Population with drinking water supplies	Urban: 87% Rural: 47%

In that same year, the national doctor-to-population ratio was 4.7 doctors for every 10,000 inhabitants and the corresponding figure for nurses was 3.0 for every 10,000 persons. This suggests that only 28 per cent of persons who died received prior medical attention and that only 35 per cent of births occurred in hospital establishments.

Life expectancy at birth is 60 years for males and 64 years for females. The overall fertility rate is 5.12 births per woman.

The birth rate for Guatemalan women is far higher in the age group from 15 to 24 years, i.e., among adolescents and young adults, with one half of women having their first child before they are 20 years old.

The maternal mortality rate is approximately 1.04 per 1,000 live births, maternal deaths being caused chiefly by gestational problems such as complications during pregnancy, haemorrhaging, toxaemia, abortion, childhood fever and other perinatal and postnatal complications. A contributing factor is the very limited coverage of the health services, as was shown by the Nationwide Maternal and Infant Health-care Survey carried out in 1987 by the Ministry of Public Health and Social Welfare, which revealed that only about 30 per cent of births are attended by medical professionals, i.e., doctors or nurses, and that 60 per cent are attended by trained or untrained midwives.

Studies conducted by the Institute of Nutrition for Central America and Panama (INCAP) show that approximately 30 per cent of pregnant women suffer to some extent from nutritional iron-deficiency anaemia and 50 per cent of pregnant women have a haemoglobin deficiency. This is believed to be due to economic factors that limit their access to adequate diet, together with socio-cultural factors that favour male members of the household with regard to the quantity and quality of the food consumed, the women being most disadvantaged in this respect. This nutritional situation is exacerbated by the fulfilment of the maternal nursing responsibility since, out of every

six children born, five are breast-fed during their first year of life, and two thirds of them continue to receive their mother's milk until the age of 18 months.

The health system is composed of a network of services comprising:

35 hospitals

220 health centres

785 health stations (clinics)

12 nutritional education and recovery services

53 State-run pharmacies

145 municipal dispensaries.

In addition, there are some 620 non-governmental organizations that operate health programmes, unfortunately, however, without any coordination with the Ministry of Health.

The underutilization of the installed capacity of the health service network is apparent from the following percentages:

- 40 per cent of the population do not use the health services;
- 30 per cent seek help when they fall ill;
- 30 per cent request preventive and treatment services.

Since 1987, the "Women, Health and Development" programme has been in operation as a health sector initiative, focusing in particular on women, women's health, including its interrelationship with family health, and human development in the broad sense.

This programme has been receiving increased support since 1989, following the recognition of women's handicaps vis-à-vis men in terms of social, economic and political participation, which are simply the expression of various forms of discrimination against women resulting in inequalities that impede their personal development and affect their own health and, by extension, that of their families and of society as a whole.

The State concerns itself with the mental health of women, and there is one special psychiatric care centre in operation. On a limited scale, the State additionally provides treatment for disabled women at hospital centres, and there are also private, non-profit organizations that deal with specific problem areas, such as the National Committee for the Blind and Deaf, the Guatemalan Association for Rehabilitation of the Physically Disabled, the Institute of Neurology and the Vocational Rehabilitation Centre.

Abortion is not legal in Guatemala, a fact that makes it difficult to obtain data on this phenemonon, which, though widespread, is shrouded in secrecy because women seek hospital care only when complications arise following abortions that have been clandestinely performed. In most cases,

women are talked into abortions by their partners or through fear of their families' reaction. Therapeutic abortion is not punishable, provided that its purpose is to avert a duly established threat to the mother's life after all available scientific and technical means have been unsuccessfully exhausted (see legal annex).

Female circumcision and other traditional practices harmful to women's health are unknown in Guatemala and are not carried out.

The sexually transmitted diseases that must be reported are syphilis, gonorrhoea, papillomatosis and trichomoniasis.

With regard to the acquired immunodeficiency syndrome (AIDS), educational efforts among the various population sectors have been stepped up and action is being initiated among "sex workers" since, although few cases have actually been reported, it is suspected that there are many infected persons whose symptoms will appear over the next few years. Educational efforts are being intensified in order to prevent infection from AIDS through, among other things, the avoidance of promiscuity and the use of condoms and other preventive measures. So far, there are no recorded statistics on this topic. According to the figures reported up to 1989, there were a total of 57 cases, but it is not yet known how many of these are men and how many are women, and it is believed that 2,850 persons aged between 20 and 50 years have been infected to date. It is therefore emphasized that the groups at risk are not providing the necessary information so that fully accurate details can be recorded.

The Ministry of Health's family planning programme currently serves 56,956 married or cohabiting women aged between 15 and 44 years who are at risk of becoming pregnant. It is estimated that approximately 85 per cent of these women live in rural areas.

The programme also offers sex education to women 18 years of age and older, counselling on contraceptive methods, pregnancy risk detection, advice on contraceptive devices, pregnancy follow-up medical care and monitoring for all users of the programme, and cervical cancer screening.

In mid-1990, an operational research study was initiated to ascertain the prevalence of pregnancy risk factors in women who call on the services of the health centres and clinics operated by the Ministry of Health. From the study it has been possible to estimate that approximately one in every three women who approach the health services are at risk of becoming pregnant.

According to the 1990 survey, couples are showing an increasing tendency to use contraceptive methods, hormone-based oral contraceptives, intra-uterine devices, barrier methods and natural methods. Nevertheless, the information provided by the health services indicates that it is the male who in most cases decides on the family planning method to be used by the woman.

ARTICLE 13

During the period from 1986 to 1990, 506 loans were granted specifically to women for the purpose of starting up handicraft production.

Financing projects have been undertaken to allow the establishment of community retail stores, agricultural fairs and markets, with most of the money going to women in rural and deprived urban areas in order to increase their income.

During the current administration, the National Micro-enterprise Programme was launched under the direction of the Office of the Vice-President of the Republic. This programme, which is being implemented by various non-governmental organizations in the country, assists many women and their families, and is now operating on a nationwide basis.

Although the obstacles to women's access to national bank credit have to some extent diminished, cases of discrimination still exist with regard to housing and farming loans, where women are required to provide sufficient guarantees in order to be eligible.

ARTICLE 14

According to the 1989 Socio-Demographic Survey conducted by the National Institute of Statistics, women make up 51 per cent of the population, 35.6 per cent living in urban areas and 64.4 per cent in rural areas, and they constitute 24.5 per cent of the economically active population.

The proportion of economically active working women is 23.7 per cent, of whom 7.8 per cent are employed in agriculture in rural areas, their chief economic activities being cultivation of basic cereals (31.1 per cent), coffee growing (40.5 per cent) and crop farming (13.5 per cent).

The Special Commission for Assistance to Repatriates was set up in 1986 to support victims of the situation of armed conflict that has existed in the Central American region in recent years and that has affected mainly rural women, many of whom have become widows, refugees or displaced persons.

During the period from 1987 to 1990, efforts were made to repatriate 1,198 women, but no specific programmes have been implemented for these women, on whom - because they are heads of disadvantaged households - their families' survival depends.

At the government level, there are programmes aimed specifically at women in rural areas, such as the project concerning community development training for women (CAFEDESCO), operated by the Ministry of Urban and Rural Development, under which the establishment of economic enterprises has been promoted, to the benefit of 15,000 women in rural areas. There is also a Handicraft Training Centre, whose target group is women and which is situated in the chief town of the department of San Marcos. Under this programme, it has been possible to provide employment training for some 43 women each year.

Rural women have been assisted under project GUA/25-81, chiefly with the aim of integrating them into the country's process of development. In this connection, activities to promote the integration of rural women are being effectively implemented under this programme and the other four programmes outlined below:

Year	Description	Female beneficiaries
1983	Community organization programmes (22 projects)	5 854
1983/84/85	Home education programmes: 1,835 projects covering: clothing, handiwork, housing improvements, maternal and infant health education, child care and family education, family education courses, various courses in early stimulation, etc., cooking boxes, various projects	
1983/84/85	Adult education programmes: 1,200 functional literacy schemes, extension education projects: - Community libraries - Cultural activities - Educational tours - Directed recreation - Workshop schools	40 000
1983/84/85	Public health programmes: 2,300 projects covering: construction of latrines, community first-aid kits, external disinfestation, self-application of fluorine, various courses, internal disinfestation, paramedical counselling, medical events	80 000
1983/84/85	Handicraft programmes: 1,756 projects covering: craft cooperatives, production groups, credit assistance, marketing training, various training courses in specific crafts (ceramics, weaving, carpentry), various exhibitions at the national and international levels	9 137
1983-1990	San Macros Training Centre IV: courses in garment cutting and make-up, textiles, traditional doll-making, confectionery, handloom weaving and soap-making	343
1983-1990	Institutional training programmes: various courses dealing with technical assistance, financial advice, business practice, project formulation and evaluation, basic courses and working methods for institutions, training in various areas, etc. (total number of courses: 50)	1 540

Year	Description	Female beneficiaries
1983-1990	Training abroad: female personnel receiving training on various development-related courses	12
1983-1990	Project GUA/25-81: Community development training for women (CAFEDESCO) (Ministry of Development and World Food Programme), providing training in community, educational, production and service aspects	239 groups with a total of 11 320
1983-1990	Small job-creation and income-generating enterprise partnerships (agriculture and livestock-raising, handicrafts, agro-industries and services)	212
1988-1989	Project for the promotion and establishment of women's enterprise partnerships in rural areas (Ministry of Development and World Food Programme)	400 groups with a total of 15 000
1988-1990	Training at the community and regional levels (under projects relating to crop farming, livestock-raising, commercial services, handloom weaving, card manufacture and ceramics)	1 000
1988-1990	Project relating to the development of enterprise production projects (UNDP/OPS): training in technical production and enterprise aspects	960
1987-1990	Trickle-up programme: provision of grant-in-aid funding for the establishment of small job-creation or income-generating enterprises	791 groups with a total of 1 624
1984-1990	COGAAT Rural Development Programme, solely with regard to the rural women's promotion component: Training in food production, marketing and processing techniques, community organization and group dynamics	No records available
	Total number of women beneficiaries	246 969
	Total number of production groups	1 650

ARTICLE 15

The Constitution of 1985 lays down that the Constitutional Court's prime function is the defence of the constitutional order and that, in performing that function, which is of an eminently juridical nature, the Court is to apply the constitutional principle of the equality of men and women (see legal annex).

Women have access to constitutional justice through the above-mentioned Court, which recognizes, without limitation, the rights to which they are entitled. The Constitutional Court ensures impartiality in its judgements through the equal treatment that it dispenses to women before the law.

Within its area of competence, the Constitutional Court has accorded women freedom of access to the law courts and authorities of the State. It has recognized their right of defence, which provides that no one may be sentenced or be deprived of his or her rights without having been summonsed, heard and convicted in legal proceedings before a predetermined competent court or judge, and it has enabled them to exercise their right of petition, whereby they may, either individually or as members of a group, petition the authorities. Such was the case of a woman who suffered an infringement of her right of defence in the ordinary courts under article 12 of the Constitution of Guatemala, article 4 of the Legal Protection, Habeas Corpus and Constitutionality Act, and article 204 of the Code of Civil and Commercial Procedure (see legal annex). The Constitutional Court ruled that in the case at issue there was proof of a violation of the claimant's right of defence by the lower-court judge since, under article 204, paragraph 2, of the Code of Civil and Commercial Procedure, a plea of defence may be submitted in writing up to the time of the first hearing, something that the claimant had indeed done. According to the case records, a plea of nullity was lodged against the disputed judgement and rejected on the grounds that it was frivolous and unfounded, and thus no alternative remained other than for the claimant to institute proceedings on constitutional grounds (so-called "amparo" defence) for the restitution of the full enjoyment of her rights. On the basis of the foregoing analysis it was concluded that the petition on constitutional grounds was admissible, and the verdict was upheld at the appeals stage (Case Record 56-86, Constitutional Court Gazette 2, page 38).

ARTICLE 16

Domestic violence is not at this time classified as a criminal offence under the penal laws; only spousal maltreatment is so classified, and, if bodily injuries are caused, the act comes within the offence of "wounding", which is classified as minor, serious, specific or grievous (see legal annex).

Although no statistics are available to show the magnitude of this problem, it is public knowledge that different forms of maltreatment between spouses and of children by parents are daily occurrences, and sometimes even prove fatal. Although the measures that have been introduced for the safety of persons represent progress in the protection of women and their under-age children, they are less effective than they might be since their application depends on the discretion of the judge trying the case concerned. For this

reason, draft legislation on domestic violence has been prepared with a view to strengthening these measures until such time as a Family Code and its corresponding Procedural Code are enacted.

This draft legislation lays down the procedures for dealing with reported acts of one or another kind of domestic violence, including full protection for all members of the family group. There are also plans to carry out an in-depth study into this situation in the near future, since women victims of violence currently tend not to report the occurrence as such but to disguise it as a simple injury or accident.

STATISTICAL TABLES

Table 1

PRINCIPAL DEMOGRAPHIC INDICATORS FOR GUATEMALA IN 1989

Description and indicators	Total	Percentages
1. POPULATION DENSITY	79 persons/km^2	
2. TOTAL POPULATION	8 663 859	100.0
Male	4 245 033	49.0
Female	4 418 826	51.0
3. POPULATION BY AGE GROUP		
0-14	4 003 197	46.2
15-59	4 177 271	48.2
60 and over	483 391	5.6
4. TOTAL POPULATION INDICATORS		
- Sex ratio		96.0
- Dependency ratio		98.9
- Annual rate of population growth		2.923
5. GROSS BIRTH RATE (per thousand)		38.66
Gross rate of male births (per thousand)		19.39
Gross rate of female births (per thousand) (* estimated)		18.97*
6. GROSS MORTALITY RATE (per thousand)		7.5
Gross male mortality rate (per thousand)		4.02
Gross female mortality rate (* estimated)		3.20
7. LIFE EXPECTANCY AT BIRTH		
Total 59 years		
Males 57 years		
Females 61 years		
8. AVERAGE LIVE BIRTHS PER WOMAN		5.12

Source: Departmental Population Projections 1980-2000, Department of Planning (SEGEPLAN), National Institute of Statistics (INE), Guatemala, June 1985.

Nationwide Socio-Demographic Survey, 1989, INE, Guatemala.

Table 2

POPULATION PERCENTAGES BY URBAN AND RURAL AREA, 1989

Sex	Population			Percentage		
	Total	Urban	Rural	Total	Urban	Rural
Both	8 663 859	3 013 697	5 650 162	100.0	34.8	65.2
Male	4 245 033	1 429 443	2 805 590	100.0	33.9	66.1
Female	4 418 826	1 574 254	2 844 572	100.0	35.6	64.4

Source: Nationwide Socio-Demographic Survey, 1989, vol. I, INE, Guatemala, June 1990.

Table 3

ILLITERATE RURAL AND URBAN FEMALE POPULATION PERCENTAGES BY MAIN AGE GROUPS, 1989

Description	Main age groups		
	Total	15-24 years	25-44 years
Population			
Total	2 398 187	1 401 762	996 425
Urban	912 907	513 755	399 152
Rural	1 485 280	888 007	597 273
Illiterate			
Total	916 995	430 913	486 082
Urban	165 082	68 236	96 846
Rural	751 913	362 677	389 336
Percentages			
Total	38.2	30.7	48.8
Urban	18.1	13.4	24.3
Rural	50.6	40.8	65.2

Source: Nationwide Socio-Demographic Survey, vol. I, INE, Guatemala, June 1990.

Table 4

LITERACY RATES BY MAIN AGE GROUPS AND SEX

Description	Age groups			
	15-24 years	25-44 years	45 years and over	70 years and over
Total				
Total	1 564 826	1 882 180	1 213 656	6 672 352
Literate	1 169 839	1 137 823	500 816	3 985 449
Rate (%)	74.7	60.5	41.3	59.7
Males				
Total	741 928	885 755	588 042	3 234 751
Literate	614 004	627 477	302 240	2 156 448
Rate (%)	82.6	70.8	51.4	66.7
Females				
Total	822 898	996 425	625 614	3 437 601
Literate	55 835	10 343	198 576	1 829 001
Rate (%)	67.5	51.2	31.7	53.2

Table 5

PERSONS RECEIVING LITERACY TRAINING, 1988

Total	Males	Females	Percentage
148 436	77 840	70 596	47.56

PERSONS RECEIVING LITERACY TRAINING, 1989

Total	Males	Females	Percentage
131 291	69 292	61 999	47.22

Percentage of the total number of enrolled persons who became literate in 1988: 59.94
Percentage of the total number of enrolled persons who became literate in 1989: 49.38

Source: CONALFA Statistics.

Table 6

TEACHER RATIOS IN PRIMARY EDUCATION

	Totals			Percentages		
	Total	Male	Female	Total	Male	Female
Republic:	29 313	11 373	17 940	100	38.8	61.2
State	23 009	9 482	13 527	100	41.2	58.8
Private	6 304	1 891	4 413	100	30.0	70.0
Urban:	14 704	3 998	10 706	100	27.2	72.8
State	9 708	2 668	7 040	100	27.5	72.5
Private	4 996	1 330	3 666	100	26.6	73.4
Rural:	14 609	7 375	7 234	100	50.5	49.5
State	13 301	6 814	6 487	100	51.2	48.8
Private	1 308	561	747	100	42.9	57.1

Table 7

TEACHER RATIOS IN LOWER AND HIGHER SECONDARY EDUCATION

Lower Secondary

	Number	Ratio
Total Republic	8 527	100.0%
Male	5 459	64.0%
Female	3 068	36.0%

Higher Secondary

	Number	Ratio
Total Republic	5 023	100.0%
Male	3 278	65.3%
Female	1 745	34.7%

Table 8

TEACHER RATIOS IN PRIMARY ADULT EDUCATION

	Totals			Percentages		
	Total	Male	Female	Total	Male	Female
Republic:	587	306	281	100	52.1	47.9
State	463	250	213	100	54.0	46.0
Private	164	96	68	100	58.5	41.5
Urban:	571	308	263	100	53.9	46.1
State	446	240	206	100	53.8	46.2
Private	125	68	57	100	54.4	45.6
Rural:	56	38	18	100	67.9	32.1
State	17	10	7	100	58.8	41.2
Private	39	28	11	100	71.8	28.2

Table 9

SUMMARY OF PRINCIPAL EMPLOYMENT INDICATORS FOR GUATEMALA

	Details and indicators	1986-1987
1.	POPULATION AGED 10 YEARS AND OVER	5 472 104
1.01	Male	2 570 774
1.02	Female	2 801 330
2.	ECONOMICALLY ACTIVE POPULATION	2 740 061
2.01	Male	2 069 076
2.02	Female	670 985
3.	PARTICIPATION RATES	
3.01	Both sexes	50.1
3.02	Male	77.5
3.03	Female	24.0
4.	WORKING POPULATION	2 644 288
4.01	Male	2 011 397
4.02	Female	632 891
4.03	Full-time employment	1 041 019
4.04	Visible underemployment	296 870
4.05	Invisible underemployment	1 306 399
5.	EMPLOYMENT RATES	
5.01	Both sexes	48.3
5.02	Male	75.3
5.03	Female	22.6
5.04	Rate of visible underemployment	10.8
5.05	Rate of invisible underemployment	47.7
6.	UNEMPLOYED POPULATION	95 773
6.01	Male	57 679
6.02	Female	38 094
7.	UNEMPLOYMENT RATES	
7.01	Both sexes	3.5
7.02	Male	2.8
7.03	Female	5.7
8.	NON-ACTIVE POPULATION	2 732 043
8.01	Male	601 698
8.02	Female	2 130 345
9.	WORKING POPULATION BY SECTOR OF ACTIVITY	
9.01	Total	2 644 288
9.02	Agriculture	1 372 612
9.03	Mining	2 761
9.04	Manufacturing	334 721
9.05	Electricity, gas and water	10 466
9.06	Construction	93 926
9.07	Commerce	362 910
9.08	Transport and communications	53 604
9.09	Financial services	31 329
9.10	Community, social and personal services	380 902
9.11	Activity not clearly specified	1 047
10.	AVERAGE INDIVIDUAL MONTHLY EARNINGS	166.66 quetzals
11.	AVERAGE FAMILY INCOME	255.40 quetzals

Table 10

ECONOMICALLY ACTIVE WORKING FEMALE POPULATION

PERCENTAGES BY AGE GROUP

Age group	Population	Percentage
Total	671 982	100.0
15-24	212 979	31.7
25-44	311 992	46.4
45 and over	147 011	21.9

Source: Nationwide Socio-Demographic Survey, 1989, vol. I, INE, Guatemala, June 1990.

- Economically active female population employed in agriculture in rural areas: 7.8 per cent. 1/

- Percentage of female heads of household: 9.0 per cent. 2/

1/ Nationwide Socio-Demographic Survey, 1989, vol. IV, INE, Guatemala, June 1990.

2/ Nationwide Socio-Demographic Survey, 1989, vol. II, INE, Guatemala, June 1990.

LEGAL ANNEX

PART I

3. Date on which the Convention became effective and compliance with it

Article 223 of the Constitution of the Republic

"Freedom to form and operate political organizations. The State guarantees the free formation and operation of political organizations, which shall be subject only to such limitations as are laid down by this Constitution and the law.

All matters relating to voting, political rights, political organizations, electoral authorities and organs, and the electoral process shall be governed by the relevant constitutional act."

5. Description of the legal and public system

Article 73, paragraph 2, of the Constitution of the Republic

"Freedom of education and State financial assistance ... Religious instruction shall be optional at official establishments and may be imparted within the normal timetable, without discrimination ..."

Article 203 of the Constitution of the Republic

"Independence of the Judiciary and authority to judge. Justice shall be administered in accordance with the Constitution and the laws of the Republic. The courts shall be invested with authority to judge and be responsible for promoting the execution of the judgements pronounced. The other branches of Government shall provide the courts with such assistance as may be required by them for the enforcement of their decisions.

Judges and magistrates shall perform their duties independently and shall be subject only to the Constitution of the Republic and the law. Any persons offending against the independence of the Judiciary shall be liable to the penalties laid down in the Penal Code and be barred from public office.

Jurisdiction shall be exercised exclusively by the Supreme Court and by such other courts as may be established by law."

Article 204 of the Constitution of the Republic

"Essential conditions for the administration of justice. The courts shall in all their decisions and rulings observe the principle that the Constitution of the Republic has precedence over any law or treaty."

Article 205 of the Constitution of the Republic

"Guarantees of the Judiciary. The Judiciary shall enjoy the following guarantees:

(a) Functional independence;

(b) Economic independence;

(c) Non-removal of lower-court judges, except in the cases provided for by law; and

(d) Selection of personnel."

Article 206 of the Constitution of the Republic

"**Judges' right of pre-trial.** Judges shall have the right to a pre-trial in the manner laid down by law. The Congress of the Republic shall be competent to declare whether or not there are grounds for bringing charges against the President of the Judiciary and the Supreme Court judges.

As regards other judges and magistrates, the Supreme Court shall be competent to make such declaration."

Article 207 of the Constitution of the Republic

"**Requirements for the post of magistrate or judge.** Magistrates and judges must be of Guatemalan extraction, of good repute, in possession of their rights as citizens and members of the Guatemalan Lawyers' Association, except - with regard to this last requirement - as is laid down by law in regard to certain judges having exclusive jurisdiction and also to juvenile court judges.

The law shall determine the number of judges and also the organization and operation of the courts and the procedures to be observed, according to the nature of the case being heard.

The office of judge or magistrate is incompatible with any other form of employment, with the holding of an executive position in a trade union or political party, or with a clerical office in any religion.

Supreme Court judges shall swear before the Congress of the Republic their formal oath to administer justice promptly and fully. All other judges and magistrates shall do so before the Supreme Court."

Article 208 of the Constitution of the Republic

"**Period of office of judges and magistrates.** Magistrates, irrespective of rank, and lower-court judges shall remain in office for five years. The former may be re-elected and the latter may be reappointed. During that period, they may not be removed or suspended, except in the cases provided for by law and in accordance with the formal requirements laid down therein."

Article 209 of the Constitution of the Republic

"**Appointment of judges and auxiliary personnel.** Judges, court secretaries and auxiliary personnel shall be appointed by the Supreme Court.

Judicial careers shall be regulated. Admission, promotion and advancement shall be based on competitive examinations. A law shall govern this matter."

Article 210 of the Constitution of the Republic

"Judiciary Civil Service Act. The working conditions of officials and employees of the Judiciary shall be governed by the Judiciary Civil Service Act.

Judges and magistrates may not be dismissed, suspended, transferred or retired except on one of the grounds provided for under the law, subject to the guarantees laid down therein."

Article 211 of the Constitution of the Republic

"Levels of jurisdiction for all lawsuits. No lawsuit may be examined at more than two levels of jurisdiction, and the magistrate or judge exercising jurisdiction at either level may not try the same case at the other level, or at the judicial review stage, without being in violation of the law.

No court or authority may try lapsed proceedings except for such cases and forms of appeal as are provided for by law."

Article 212 of the Constitution of the Republic

"Specific jurisdiction of the courts. The ordinary courts shall hear all private-law disputes to which the State, a municipal authority or any other decentralized or autonomous agency is a party."

Article 213 of the Constitution of the Republic

"Budget of the Judiciary. The Supreme Court shall be responsible for drawing up the budget of the Judiciary. It shall be allocated for that purpose a sum of not less than two per cent of the State's revenue budget, which shall be handed over to the treasury of the Judiciary each month in advance, in due proportion, by the relevant body.

Funds arising out of the administration of justice shall become the Judiciary's exclusive property, and the Supreme Court shall be responsible for their investment, which shall be carried out in accordance with the law, and details of any expenditures made from such funds shall be published."

Article 214 of the Constitution of the Republic

"Composition of the Supreme Court. The Supreme Court shall be composed of nine judges, including the chief justice, and shall be organized in as many chambers as shall be laid down by the law.

The President of the Judiciary shall also be the chief justice judge of the Supreme Court, and his authority shall encompass the courts of the entire Republic.

In the event of the temporary absence of the President of the Judiciary or if, under the terms of the law, he is disqualified from hearing or trying a particular case, his place shall be taken by one of the other Supreme Court judges, selected according to the order of their election."

Article 215 of the Constitution of the Republic

"Election of the Supreme Court. Supreme Court judges shall be elected by the Congress of the Republic, for a period of six years, in the following manner:

(a) Four judges shall be elected directly by the Congress of the Republic; and

(b) Five judges shall be elected by the Congress of the Republic from a list of 30 candidates put forward by a nominating committee made up of each of the deans of the faculties of law or legal and social sciences of each university in the country, an equal number of members elected by the general assembly of the Guatamalan Lawyers' and Notaries' Association, and one representative of the Judiciary named by the Supreme Court.

No proxies shall be accepted in the voting either for the membership of the nominating committee or for the compilation of the list of candidates.

The Supreme Court judges shall elect the chief justice of the Supreme Court from among its members."

Article 216 of the Constitution of the Republic

"Requirements for the post of Supreme Court judge. To be eligible for election as Supreme Court judge, a candidate must, in addition to meeting the requirements laid down in article 207 of this Constitution, be more than 40 years old and have served a full term as a judge of the Appeals Court or of a court of equivalent standing composed of a panel of judges, or have practised as a lawyer for more than ten years."

Article 217 of the Constitution of the Republic

"Judges. To be a judge of the Appeals Court, or of a court composed of a panel of judges, or of any other court of equivalent standing, that may be established, a candidate must, in addition to meeting the requirements laid down in article 207 of this Constitution, be more than 35 years old or have been a lower-court judge or practising lawyer for more than five years.

The judges referred to in this article shall be elected by the Congress of the Republic from a list of candidates put forward by the Supreme Court. This list shall contain twice as many names as the number of judges to be elected."

Article 218 of the Constitution of the Republic

"Composition of the Appeals Court. The Appeals Court shall consist of chambers whose number, location and jurisdiction shall be determined by the Supreme Court."

Article 219 of the Constitution of the Republic

"Military courts. The military courts shall hear crimes or offences committed by personnel of the armed forces of Guatemala.

No civilian may be tried by a military court."

Article 220 of the Constitution of the Republic

"Courts of audit. Cases relating to public accounts shall be heard by a lower-court judge and by a second-level court of audit.

Judicial reviews of final rulings and decisions concluding cases that involve large claims shall be permitted. Such reviews shall not be allowable in coercive financial proceedings."

Article 221 of the Constitution of the Republic

"Administrative Court. The Administrative Court shall be responsible for monitoring the legality of actions of the public authorities, being empowered to hear disputes relating to acts or decisions of these authorities and of the decentralized and autonomous organs of government, as well as disputes arising out of adminstrative contracts and awards.

In order to apply to this court, no prior payment or security deposit shall be required. The law may, however, lay down specific situations in which the appellant shall be required to pay interest at the current rate on disputed or challenged taxes whose payment to the inland revenue authorities has been delayed by reason of the appeal action.

Judicial reviews of final decisions or rulings shall be permitted."

Article 222 of the Constitution of the Republic

"Alternate judges. The alternate judges of the Supreme Court, the Appeals Court and other courts composed of a panel of judges shall be elected in the same manner as the regular judges and from the same list."

PART II

ARTICLES 1 TO 4

Article 2 of the Constitution of the Republic

"Duties of the State. It is the duty of the State to guarantee the inhabitants of the Republic life, liberty, justice, security, peace and all-round personal development."

Article 47 of the Constitution of the Republic

"Protection of the family. The State shall guarantee the social, economic and legal protection of the family. It shall promote the organization of the family on the lawful basis of marriage, equal rights of

spouses, responsible parenthood and the right of individuals to decide freely on the number and spacing of their children."

Article 52 of the Constitution of the Republic

"**Maternity.** Maternity shall be protected by the State, and the State shall, in particular, ensure the strict observance of the rights and obligations arising out of motherhood."

Article 57 of the Constitution of the Republic

"**Right to culture.** Every individual shall be entitled to participate freely in the cultural and artistic life of the community and to benefit from the scientific and technological progress of the nation."

Article 71 of the Constitution of the Republic

"**Right to education.** Freedom of education and teaching policy shall be guaranteed. It is the duty of the State to provide and offer education to its inhabitants without discrimination. The establishment and maintenance of centres and museums are deemed to be in the public interest."

Article 74 of the Constitution of the Republic

"**Compulsory education.** The people shall have a right and duty to receive basic education - pre-primary, primary and lower secondary - within the age limits established by law.

Education provided by the State shall be free of charge.

The State shall provide and promote scholarships and educational loans.

Scientific, technological and humanistic education constitute goals that the State should permanently strive to achieve and develop.

The State shall promote special, advanced and extramural education."

Article 93 of the Constitution of the Republic

"**Right to health.** The enjoyment of good health is a fundamental right of the individual, without discrimination."

Article 101 of the Constitution of the Republic

"**Right to work.** Work is a right of the individual and a social obligation. The employment system of the country shall be organized in accordance with the principles of social justice."

Article 102, subsections (c), (k) and (t), of the Constitution of the Republic

"**Minimum social rights under employment legislation.** The following are the minimum social rights on which the labour legislation and the activities of the courts and authorities shall be based: ...

(c) Equal pay for equal work performed in equal conditions, with equal competence and with equal length of service; ...

(k) The well-being of working women and the regulation of their conditions of service:

No differentiation shall be made between married and single women in the area of employment. The law shall provide for the protection of pregnant working women, who shall not be required to perform any work that requires physical exertion of a kind that would constitute a risk to their health. Working mothers shall be granted a period of compulsory paid leave on full pay for 30 days preceding childbirth and for 45 days thereafter. During their lactation period, they shall be entitled to two additional breaks during the working day. Prenatal and postnatal leave shall, depending on the woman's physical condition, be extended by medical prescription; ...

(t) The State shall subscribe to such international and regional conventions and treaties in respect of employment as afford workers better protection or conditions.

In such cases, the provisions laid down in those conventions and treaties shall be regarded as part of the minimum rights enjoyed by workers in the Republic of Guatemala."

Article 118 of the Constitution of the Republic

"**Principles of the economic and social system.** The economic and social system of the Republic of Guatamala shall be based on principles of social justice.

It is the duty of the State to direct the national economy so as to exploit the country's natural resources and human potential in order to increase its wealth and endeavour to achieve full employment and an equitable distribution of national income.

Whenever necessary, the State shall supplement the efforts of private initiative and enterprise to attain the aforesaid aims."

Article 136 of the Constitution of the Republic

"**Political duties and rights.** Citizens shall have a right and duty to:

(a) Register in the Register of Citizens;

(b) Vote at elections and stand for election;

(c) Ensure the freedom and effectiveness of voting and the probity of the electoral process;

(d) Aspire to public office;

(e) Participate in political activities; and

(f) Uphold the principle of successivel presidents and non-re-electability to the office of President of the Republic."

ARTICLE 5

WHEREAS:

The Constitution of the Republic of Guatemala proclaims that all human beings are free and equal in dignity and rights; men and women, irrespective of their marital status, shall have equal opportunities and responsibilities; and Guatemala, by Decree-law No. 49-82, has ratified the Convention on the Elimination of All Forms of Discrimination against Women;

The study "Analysis of sexual roles and stereotypes in school textbooks in Guatemala" conducted by the United Nations Development Fund for Women and the United Nations Children's Fund (UNIFEM-UNICEF), in cooperation with the National Office for Women's Affairs (ONAM), attached to the Ministry of Labour and Social Welfare, identified clear instances of discrimination against women in both national and foreign educational textbooks in the various curriculum subjects;

It is a duty of the State, through the Ministry of Education, to provide education to the people without discrimination, and it has become necessary to set up a commission with responsibility for safeguarding the rights of women in textbook material published for the country's educational programmes;

Now therefore, the Ministry of Education, in the exercise of the powers conferred upon it by article 194, subsections (a), (f) and (i), of the Constitution of the Republic of Guatamala and by article 15 of the National Education Act (Decree No. 73-76 of the Congress of the Republic),

DECREES THE FOLLOWING:

Article 1. A commission, presided over by the Technical Board of the Ministry of Education and made up of representatives of the Human Resource Improvement and Curriculum Adaptation Scheme (SIMAC), the "José de Pineda Ibarra" National Textbook and Teaching Materials Centre (CENALTEX) and the Office of Rural Socio-Educational Development, shall be set up to liaise with the National Office for Women's Affairs (ONAM) in undertaking revisions of national and foreign textbooks prior to their publication or, where applicable, prior to being used in the Guatemalan educational system, in order to ensure that they contain no elements of discrimination of any kind against women and that aspects of sex education are included as part of the comprehensive education policy so as to contribute to the elimination of all forms of discrimination against women.

Article 2. The commission appointed to liaise with the National Office for Women's Affairs shall carry out the necessary studies with a view to undertaking the following measures as part of the educational programmes:

(a) The curricular reforms of textbooks and teaching materials shall include a revision of biased and sexist stereotypes with a view to the elimination of all forms of discrimination against women;

(b) The Human Resource Improvement and Curriculum Adaptation Scheme (SIMAC) shall examine the new educational plans, programmes and models in the various areas and at all levels of instruction in order to ascertain whether they contain any sexist bias;

(c) Teachers at educational establishments shall receive guidance in an effort to make them aware of the importance of properly portraying the roles of women and men by imparting non-sexist standards of behaviour;

(d) Each year, on 8 March, International Women's Day, an official prize shall be awarded for the textbook or set of teaching materials that has made an outstanding contribution to the non-sexist interpretation of history and/or society and to the transmission to students of that interpretation, and an explicit reference to the award shall be permanently contained in the textbook or teaching aid itself; and

(e) All relevant steps shall be taken to ensure compliance with the statutory provisions relating to non-discrimination against women.

Article 3. This Decree shall enter into force immediately upon its publication in the Official Gazette.

TO BE COMMUNICATED.

CARLOS RENE ESCOBAR MONTENEGRO

ARTICLE 6

Article 191 of the Penal Code currently in force states:

Procuring: "Any person who, with a view to profit or to the satisfaction of the desires of another, aids, abets or facilitates prostitution, without distinction as to sex, shall be punished by a fine of between 500 and 2,000 quetzals.

Any person who for personal gain engages in the activities referred to in the preceding paragraph shall be punished by a fine of between 300 and 1,000 quetzals."

Proposed amendment:

The penalty should be amended so that the person responsible is liable to a term of imprisonment of between one and three years and to a fine of between 1,000 and 3,000 quetzals.

In the second case the penalty should be imprisonment for a term of six months to one year and a fine of between 500 and 3,000 quetzals.

Article 193 of the Penal Code currently in force states:

Pimping: "Any person not covered under the terms of the preceding articles of this chapter who, wholly or in part, is financially supported by a person or persons engaging in prostitution or lives off the earnings arising therefrom shall be punished by a fine of between 500 and 3,000 quetzals."

Proposed amendment:

The penalty should be amended so that the person responsible is liable to a term of imprisonment of between one and three years and to a fine of between 1,000 and 3,000 quetzals.

Article 194 of the Penal Code currently in force states:

Traffic in persons: "Any person who in any way aids, abets or facilitates the entry into or exit from the country of women for the purpose of their engaging in prostitution shall be punished by a term of imprisonment of between one and three years and a fine of between 500 and 3,000 quetzals.

Any persons conducting the activities referred to in the preceding paragraph with males shall be liable to the same penalty.

The penalty shall be increased by two thirds in the event of the existence of any of the circumstances referred to in article 189 of this Code."

Proposed amendment:

The penalty should be amended so that the party responsible is liable to a term of imprisonment of between two and five years and to a fine of between 2,000 and 4,000 quetzals.

ARTICLE 10

Article 73 of the Constitution of the Republic

"Freedom of education and State financial assistance. The family is the primary source of education and parents shall have the right to choose the education to be given to their under-age children. The State may subsidize private non-fee-paying educational institutions, and the law shall regulate matters relating thereto. The operation of private educational institutions shall be subject to government inspection. Such institutions shall be required to implement, at a minimum, the official study curricula and programmes. Like cultural centres, they shall be exempt from taxes of any kind.

Religious instruction shall be optional at official establishments and may be imparted within the normal timetable, without discrimination.

The State shall contribute to the support of religious instruction without discrimination."

Article 74 of the Constitution of the Republic

"Compulsory education. The people shall have a right and duty to receive basic education - pre-primary, primary and lower secondary - within the age limits established by law.

Education provided by the State shall be free of charge.

The State shall provide and promote scholarships and educational loans.

Scientific, technological and humanistic education constitute goals that the State shall permanently strive to achieve and develop.

The State shall promote special, advanced and extramural education."

Article 75 of the Constitution of the Republic

"Literacy. Literacy training is declared a matter of national urgency, and it is a social duty to contribute to it. The State shall organize and promote it using all necessary resources."

Article 77 of the Constitution of the Republic

"Obligations of enterprise owners. Owners of industrial, agricultural, livestock-raising and commercial enterprises shall be obliged to establish and maintain, in accordance with the law, schools, day-care facilities and cultural centres for their employees and the school-age population."

Article 82 of the Constitution of the Republic

"Independence of the San Carlos University of Guatemala. The San Carlos University of Guatemala is an independent institution with separate legal status. In its capacity as the only State university, it shall have exclusive responsibility for administering, organizing and developing higher State education and university-level vocational training, and for disseminating culture in all its forms. It shall, by all means available to it, promote research in all spheres of human knowledge and contribute to the study and solution of national problems.

It shall be governed by its own organizational law and by such statutes and regulations as it may issue, and the principle of representation of its teaching staff and its graduate and undergraduate students shall be observed in the composition of its policy-making organs.

ARTICLE 12

Article 133 of the Penal Code

Definition: "Abortion is the death of the foetus at any time during pregnancy."

Article 137 of the Penal Code

Therapeutic abortion: "Abortion performed by a medical practitioner with the consent of the mother, following a concurring diagnosis by at least one other medical practitioner, is not a punishable act if it is performed without the intention of directly causing the death of the foetus but for the sole purpose of averting a duly established threat to the mother's life after all available scientific and technical means have been unsuccessfully exhausted."

ARTICLE 15

Article 4 of the Constitution of the Republic

"Liberty and equality. In Guatemala, all human beings are free and equal in dignity and rights. Men and women shall, irrespective of their marital status, have equal opportunities and responsibilities. No person may be subjected to servitude or to any other condition that impairs his or her dignity. Human beings should act towards one another in a spirit of brotherhood."

Article 12 of the Constitution of the Republic

"Right of defence. The defence of individuals and their rights are inviolable. No one may be sentenced or be deprived of his or her rights without having being summonsed, heard and convicted in legal proceedings before a pre-established competent court or judge.

No person may be judged by a special or secret court or in proceedings that have not been pre-established by law."

Article 4 of the Legal Protection, Habeas Corpus and Constitutionality Act

"Right of defence. The defence of individuals and their rights are inviolable. No one may be sentenced or be deprived of his or her rights without having being summonsed, heard and convicted in legal proceedings before a pre-established competent court or judge.

In all administrative or legal proceedings, the specific guarantees of the due process of law shall be upheld or observed."

Article 204 of the Code of Civil and Commerical Procedure

Plea of defence: "If a defendant disagrees with a plaintiff's allegations, he shall clearly state in the first hearing the grounds on which his objection is based, and he may, at the same time, enter a counter-claim against the plaintiff.

The defendant's plea and his counter-claim, if any, may be submitted in writing prior to or at the time of the first hearing, with due observance of the formalties laid down in respect thereof.

If during the time between the serving of the summons and the first hearing, or at the first hearing, the plaintiff extends his claim, the judge shall suspend the hearing and set a further date for the parties to appear at oral proceedings, in the manner laid down in this Code, unless the defendant prefers to submit his plea in his own statement.

The judge shall proceed in the same manner in the case of a counter-claim."

ARTICLE 16

Article 483, subsection 2 (Third Volume of Offences), of the Penal Code

"The following shall be punished by detention for a period of between 15 and 40 days: ... 2. Any person who mistreats his or her spouse or the person with whom he or she maintains a de facto living arrangement or habits, if no injury is caused ..."

COMPARATIVE ANALYSIS

BRIEF COMPARATIVE ANALYSIS OF SOCIO-DEMOGRAPHIC FACTORS FOR THE PERIOD 1981-1989

Table 1

Principal demographic indicators for Guatemala. Ninth Population Census (1981), and Nationwide Socio-Demographic Survey of the National Institute of Statistics (1989)

	Indicators	1981 Census	1989 Survey
1.	Population density	56 persons/km^2	79 persons/km^2
2.	Sex ratio	102.4	96.0
3.	Dependency ratio	95.1	98.9
4.	Annual rate of growth	2.858	2.923
5.	Gross birth rate	42.68 per 1,000	38.66 per 1,000
6.	Gross mortality rate	10.46 per 1,000	7.5 per 1,000
7.	Life expectancy at birth	59 years	62 years
	Males	57 years	60 years
	Females	61 years	64 years
8.	Fertility rate	6.12	5.12

ANALYSIS:

(1) Population density in Guatemala

There was an increase in the country's population density, which, according to table 1, rose from 56 to 79 persons per km^2 over the period 1981-1989.

(2) Sex ratio

It can be seen that the sex ratio fell from 102.4 to 96.0, which means that the female population increased during the period under review.

(3) Dependency ratio

Table 1 shows that the dependency ratio, rather than decreasing, increased (from 95.1 to 98.1); i.e., there are now more persons of dependency age.

(4) Annual rate of growth

During the period 1981-1989, the annual rate of growth rose from 2.858 to 2.923, which means that the population has been rapidly increasing (table 1).

(5) Gross birth rate

It is apparent from table 1 that the gross birth rate fell from 42.68 per thousand to 38.66 per thousand, an indication of a slight - although not significant - decline in fertility.

(6) Gross mortality rate

There was a fall in the gross mortality rate from 10.46 per thousand to 7.5 per thousand, which is a reflection of the improved level of health service coverage.

(7) Life expectancy at birth

Life expectancy at birth increased by three years during the period under review, the difference being greater in the case of women (from 61 to 64 years).

(8) Fertility rate

The fertility rate did not undergo any significant decrease, falling from 6.12 to 5.12, an indication of a high fertility indicator, which in turn reflects a young population (table 1).

Table 2

Population breakdown by sex and main age groups. Departmental projections to 1983 and Nationwide Socio-Demographic Survey (1989)

Age group	1983 projections			1989 Survey		
	Total	Male	Female	Total	Male	Female
Total	100.0	50.6	49.4	100.0	49.0	51.0
0-14	100.0	50.9	49.1	100.0	50.7	49.0
15-59	100.0	50.4	49.6	100.0	47.5	52.5
60 and over	100.0	49.1	49.1	100.0	48.2	51.8

ANALYSIS:

The population breakdown by main age groups and sex, according to the 1983 departmental projections and the 1989 Nationwide Socio-Demographic Survey, shows a slight increase in the number of female inhabitants (from 49.4 to 51.0 per cent), the rise being most noticeable in the 15-59 age group (from 49.6 to 52.5 per cent).

Table 3

Population breakdown by urban and rural areas and sex. Ninth Population Census (1981) and Nationwide Socio-Demographic Survey (1989)

Sex	Area			
	Urban		Rural	
	1981 Census	1989 Survey	1981 Census	1989 Survey
Both	32.7	34.8	67.3	65.2
Male	31.5	33.0	68.5	66.1
Female	33.9	35.6	66.1	64.4

ANALYSIS:

The population distribution figures show that the urban population rose from 32.7 to 34.8 per cent over the period 1981-1989 and that more females than males moved to urban areas.

In the rural areas the reverse occurred, the rural population having fallen from 67.3 to 65.2 per cent, with a greater exodus of females than of males.

Table 4

Literacy rates by sex. Ninth Population Census (1981) and Nationwide Socio-Demographic Survey (1989)

Sex	Rates	
	1981 Census	1989 Survey
Both sexes	56.57	59.7
Male	63.07	66.7
Female	50.18	53.2

ANALYSIS:

It can be seen from table 4 that the figures for the literate population display a similar pattern in both sources, i.e., a higher literacy rate among men than among women, although the breakdown does indicate a slightly larger increase in female literacy.

Table 5

Literacy rates by main age groups and sex. Ninth Population Census (1981) and Nationwide Socio-Demographic Survey (1989)

Age group	Both sexes		Male		Female	
	Census	Survey	Census	Survey	Census	Survey
15-24	54.93	74.70	63.95	82.60	46.18	67.50
25-44	29.00	60.50	36.87	70.80	21.13	51.12
45 and over	27.35	41.30	35.87	51.40	17.84	31.70

ANALYSIS:

Table 5 shows a very large increase in literacy levels in all age bands, for both males and females, and chiefly in the 25-44 age group, where it rose from 29.0 to 60.5 per cent, the increase being greater among males (a difference of 33.93 per cent).

As regards the literacy rates broken down by sex, they can be seen to be higher among the male population, the same pattern occurring in all age groups.

Table 6

Iliterate female population breakdown by urban and rural area and main age groups. Ninth Population Census (1981) and Nationwide Socio-Demographic Survey (1989)

Age group	Area			
	Urban		Rural	
	1981 Census	1989 Survey	1981 Census	1989 Survey
Total	26.4	26.0	61.1	59.3
15-24	17.7	13.4	52.8	24.2
25-44	28.4	24.3	50.2	65.2

ANALYSIS:

Table 6 shows that the percentage of illiterate females in urban areas is smaller than in rural areas and has remained at about 26 per cent (as indicated by both sources), having fallen by 4.3 per cent in the 15-24 age group and by 4.1 per cent in the 25-44 age group.

With regard to rural areas, a slight overall decrease can be observed (from 61.1 to 59.3 per cent), which is more marked in the 15-24 and 25-44 age groups.

Table 7

Breakdown of the economically active working female population by age group. Ninth Population Census (1981) and Nationwide Socio-Demographic Survey (1989)

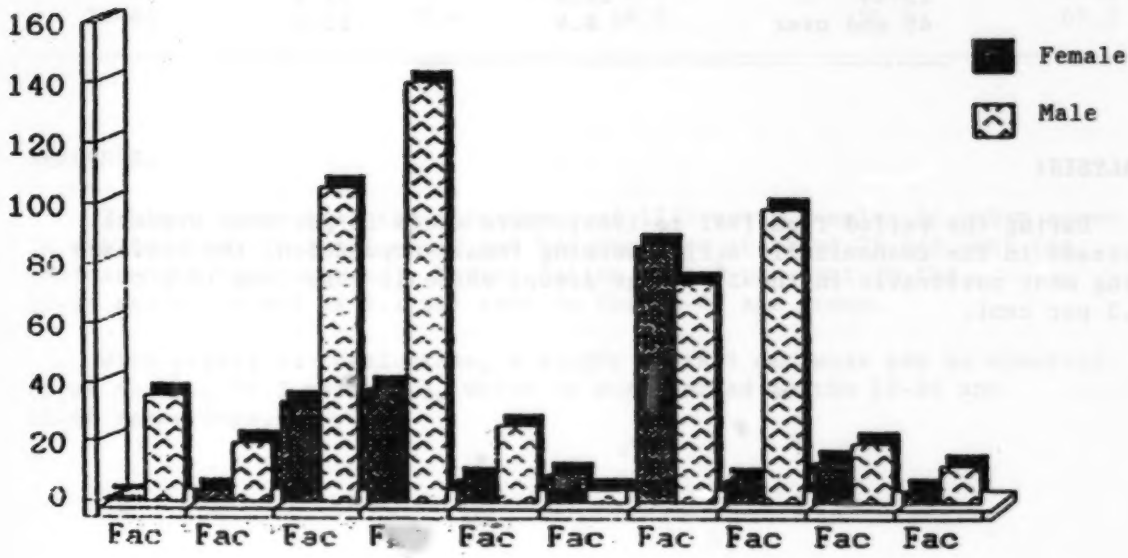
Age group	1981 Census	1989 Survey
Total	11.7	23.7
15-24	14.6	25.9
25-44	14.8	31.3
45 and over	8.9	23.5

ANALYSIS:

During the period from 1981 to 1989, there was a 12 per cent overall increase in the economically active working female population, the increase being most noticeable in the 25-44 age group, where it rose from 14.8 to 31.3 per cent.

Graph No. 1

Students who enrolled in 1982 and broke off their studies during the period 1982-1987

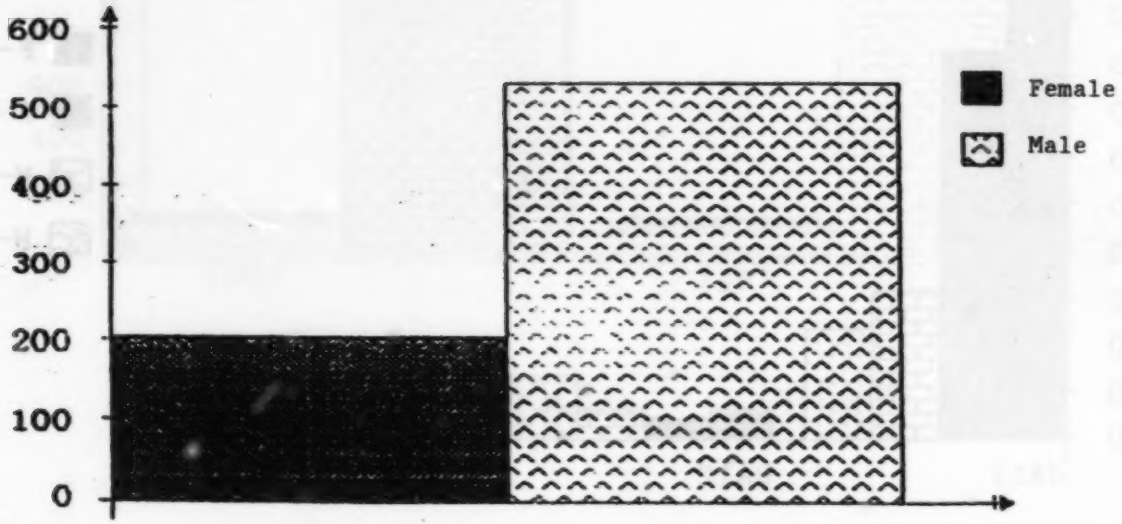


Note:

Fac. 1: Agricultural science
Fac. 2: Architecture
Fac. 3: Economics
Fac. 4: Law and social sciences
Fac. 5: Medicine
Fac. 6: Chemistry and pharmacy
Fac. 7: Humanities
Fac. 8: Engineering
Fac. 9: Dentistry
Fac. 10: Veterinary science and animal husbandry

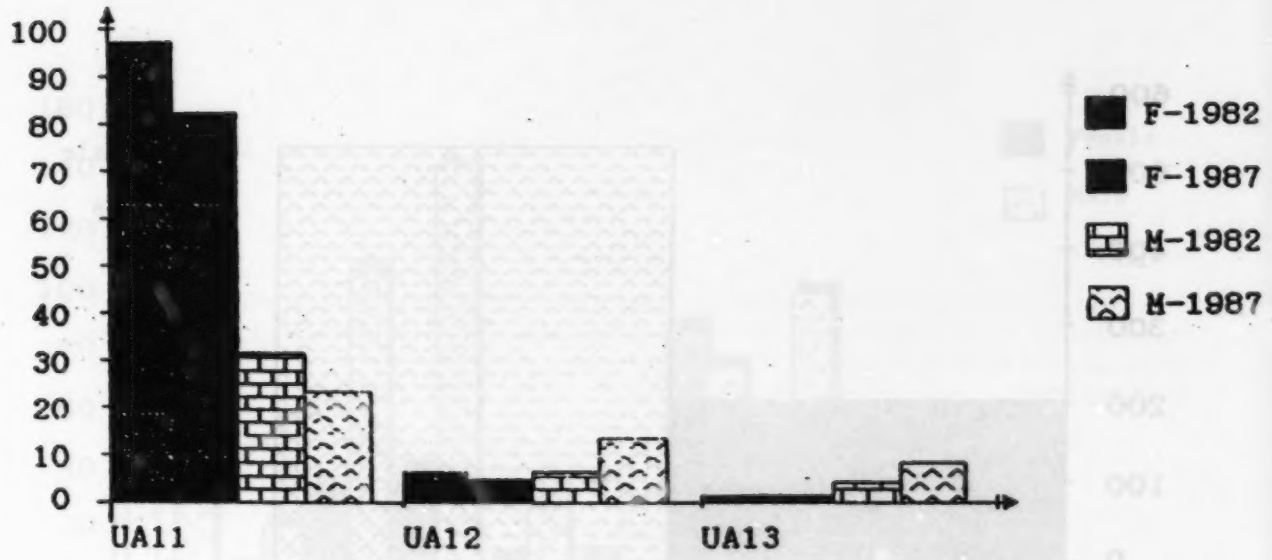
Graph No. 2

Students who enrolled in 1982 and broke off their studies during the period 1982-1987



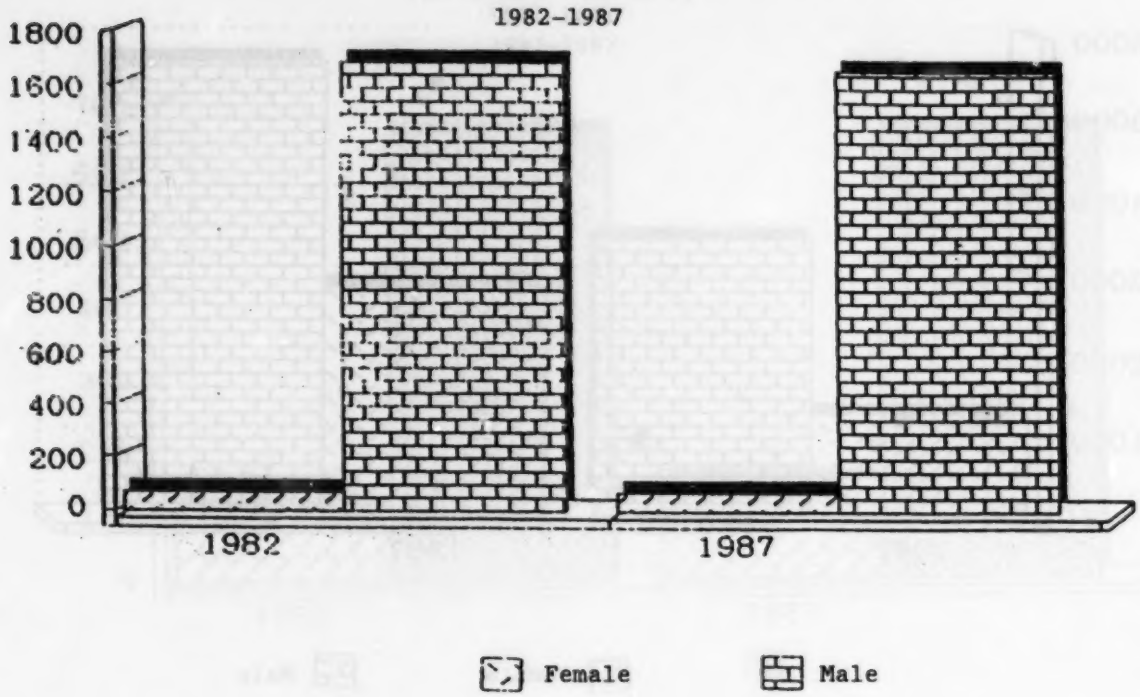
Graph No. 3

Number of graduates of San Carlos University (USAC)
by sex and academic unit (UA), 1982-1987

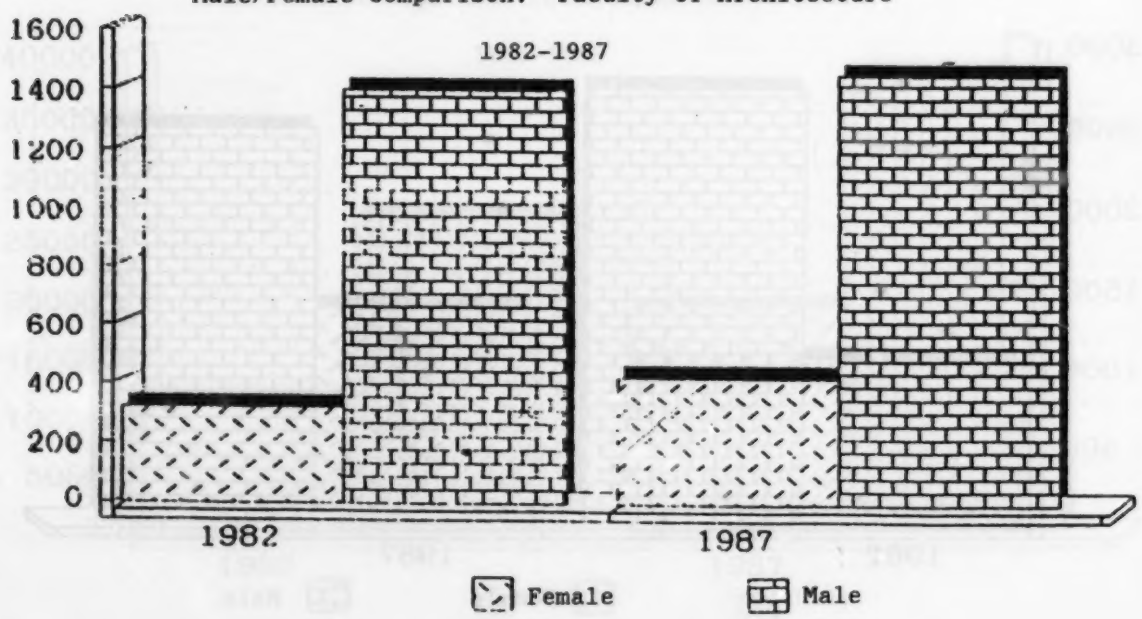


Graph No. 4

Male/Female Comparison: Faculty of Agricultural Science



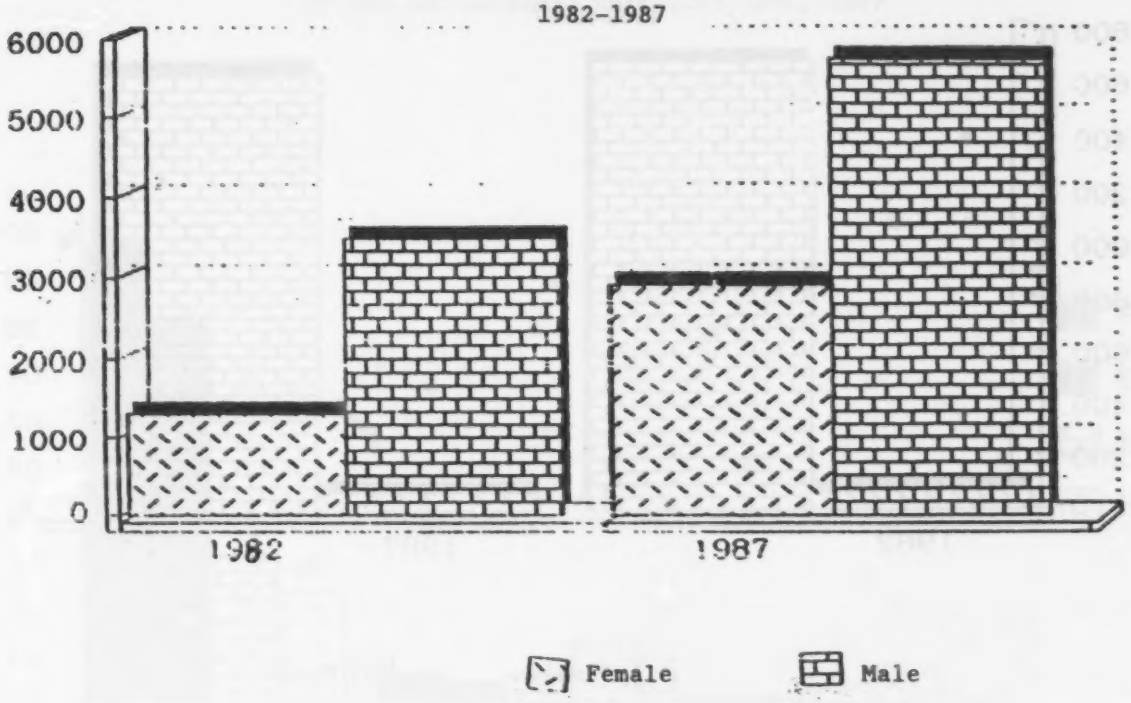
Male/Female Comparison: Faculty of Architecture



Graph No. 5

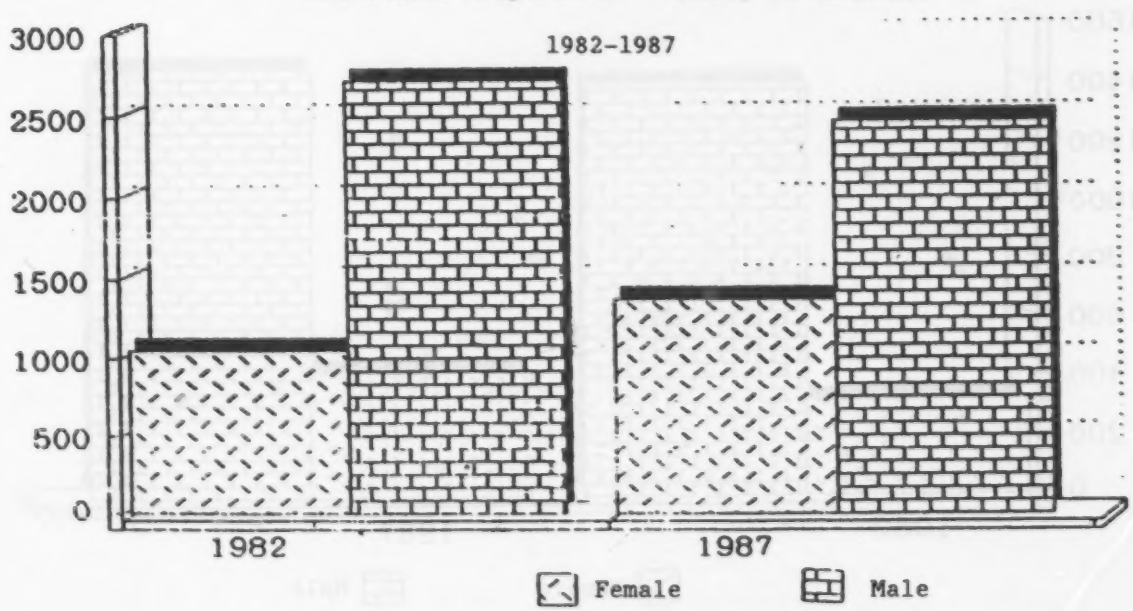
Female/Male Comparison: Faculty of Law and Social Sciences

1982-1987



Female/Male Comparison: Faculty of Medicine

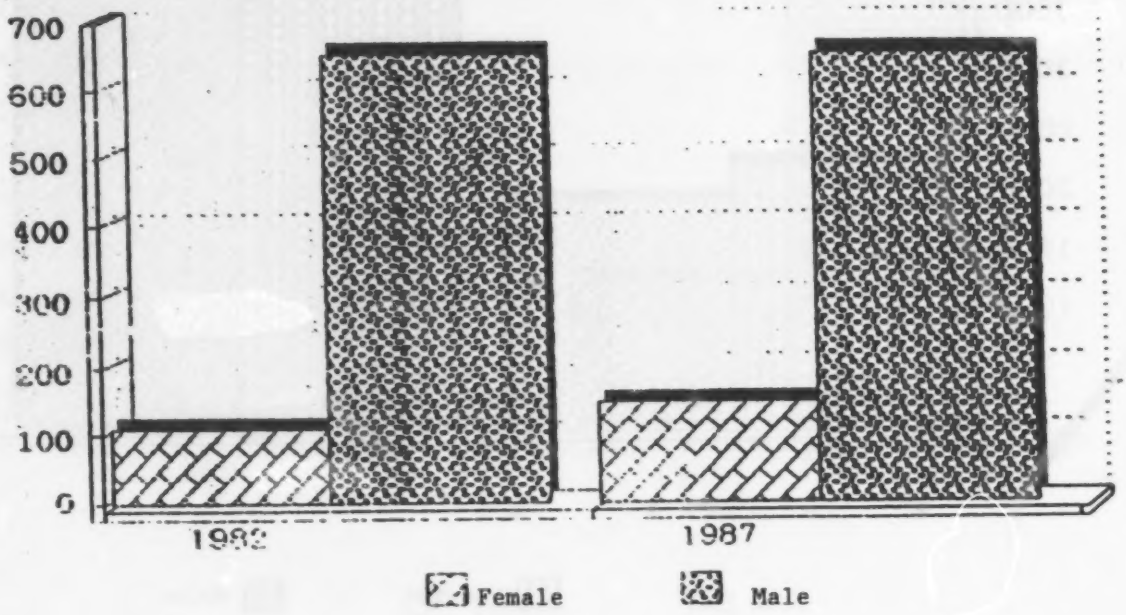
1982-1987



Graph No. 6

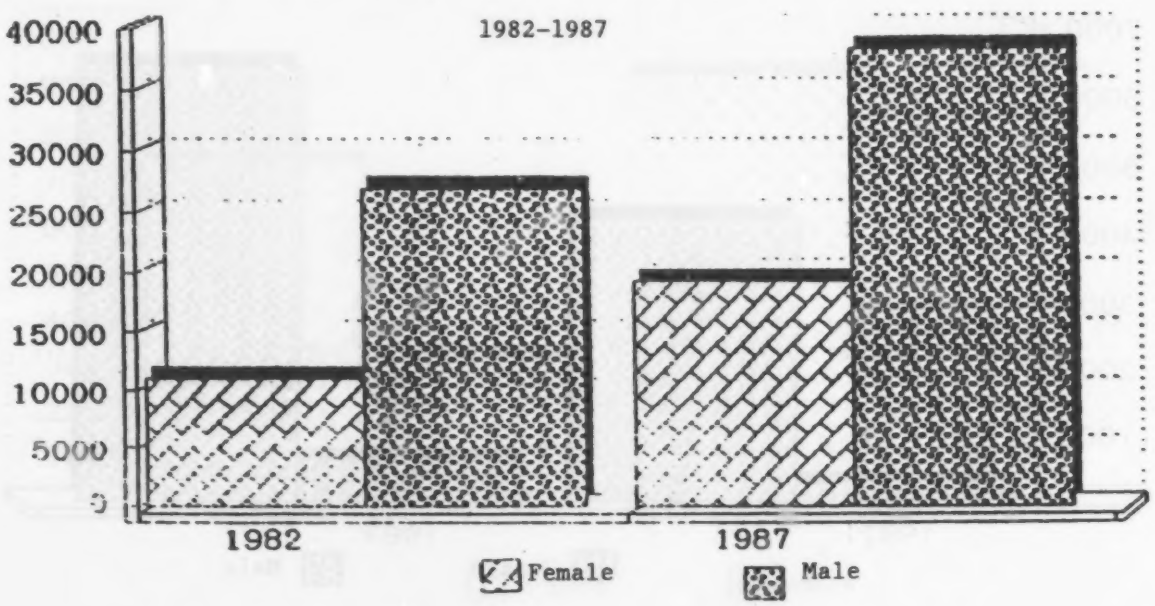
Female/Male Comparison: Faculty of Veterinary Science and Animal Husbandry

1982-1987



Female/Male Comparison: Total student numbers

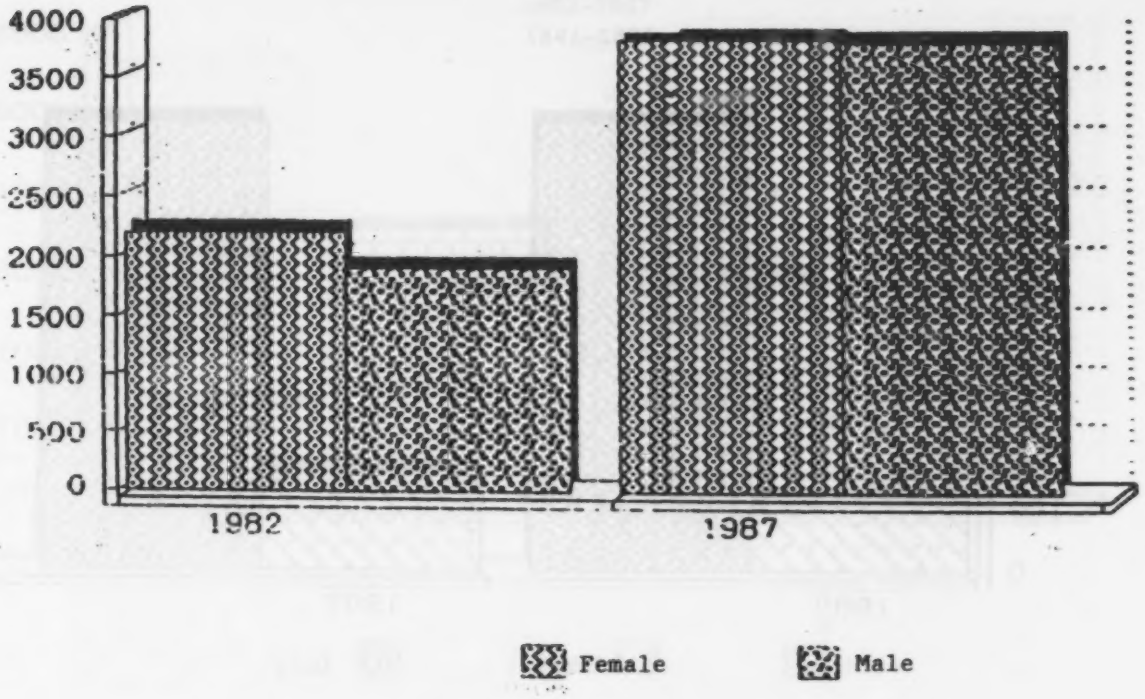
1982-1987



Graph No. 7

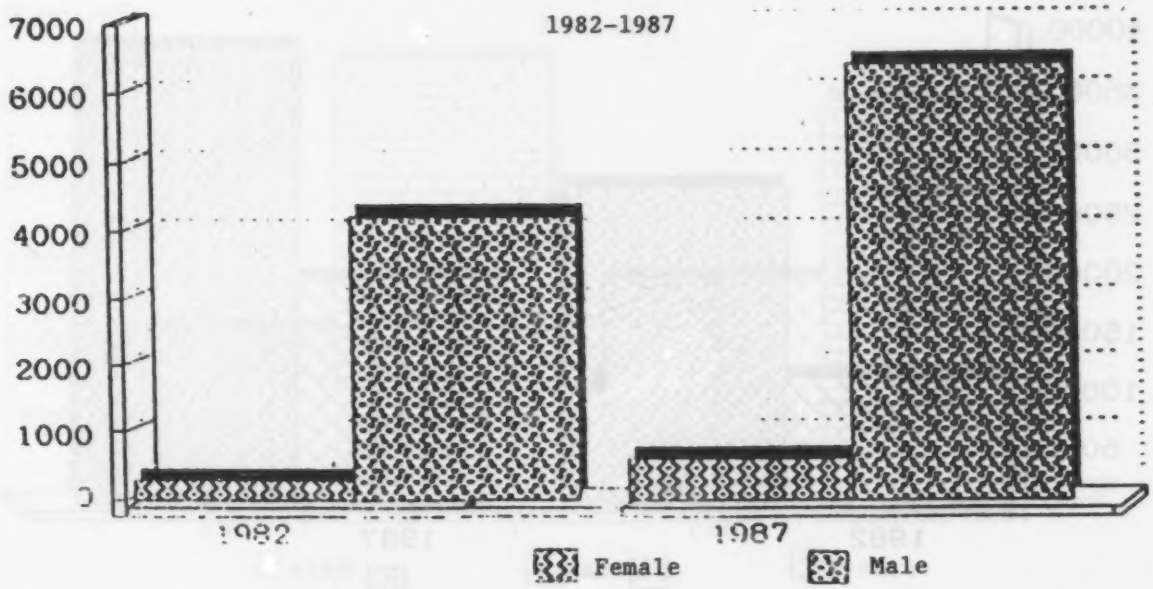
Female/Male Comparison: Faculty of Humanities

1982-1987



Female/Male Comparison: Faculty of Engineering

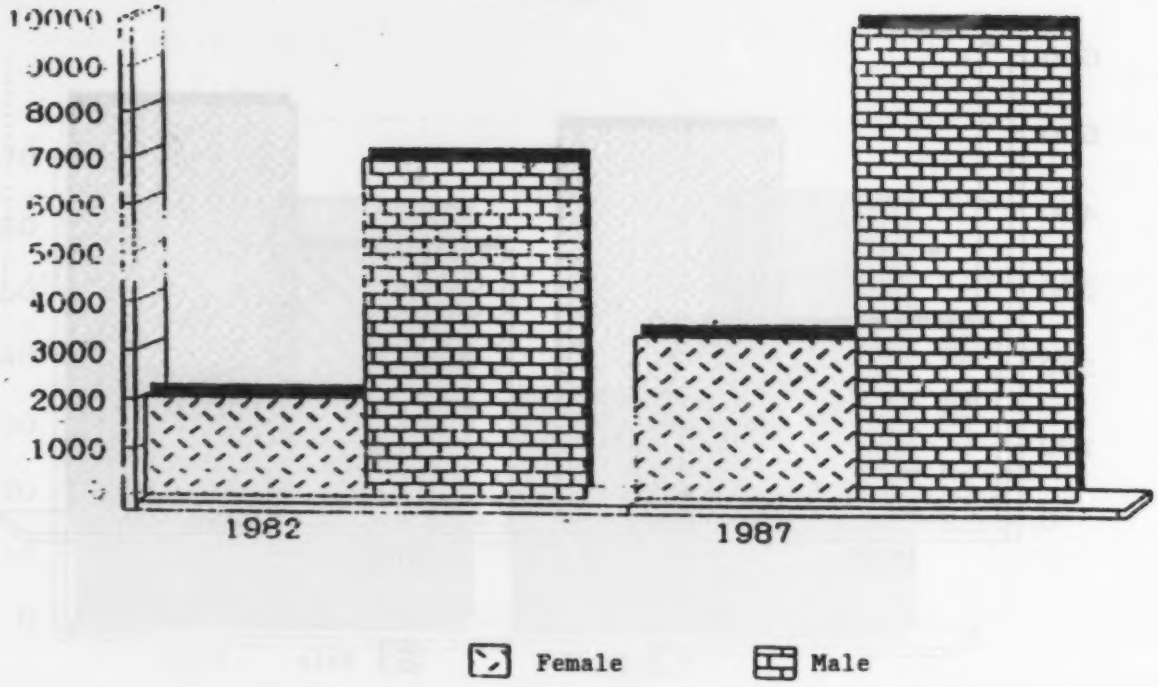
1982-1987



Graph No. 8

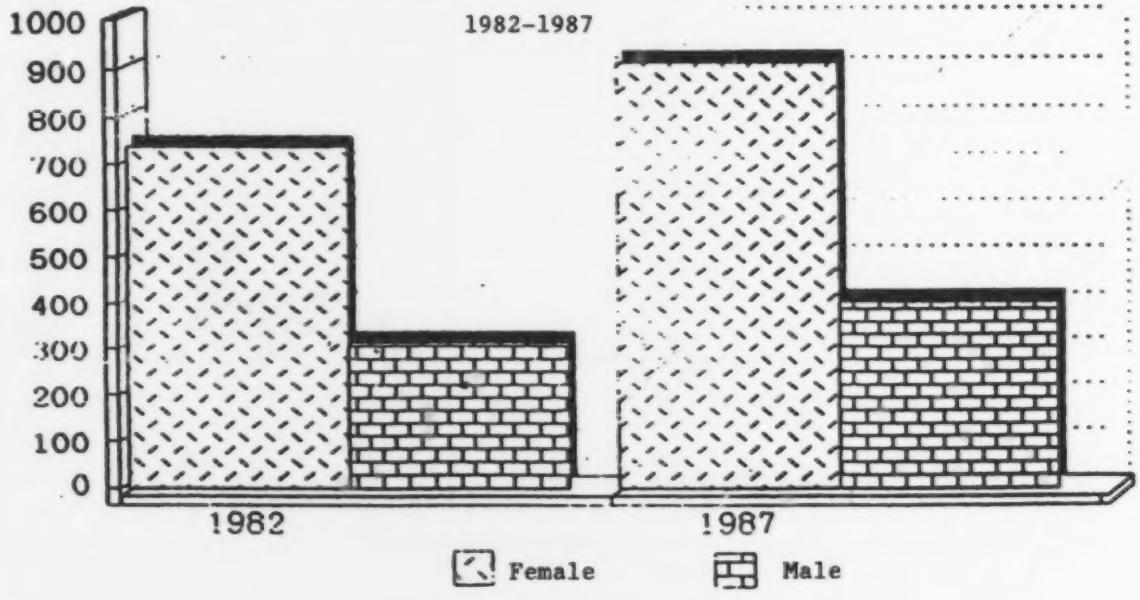
Female/Male Comparison: Faculty of Economics

1982-1987



Female/Male Comparison: Faculty of Chemistry and Pharmacy

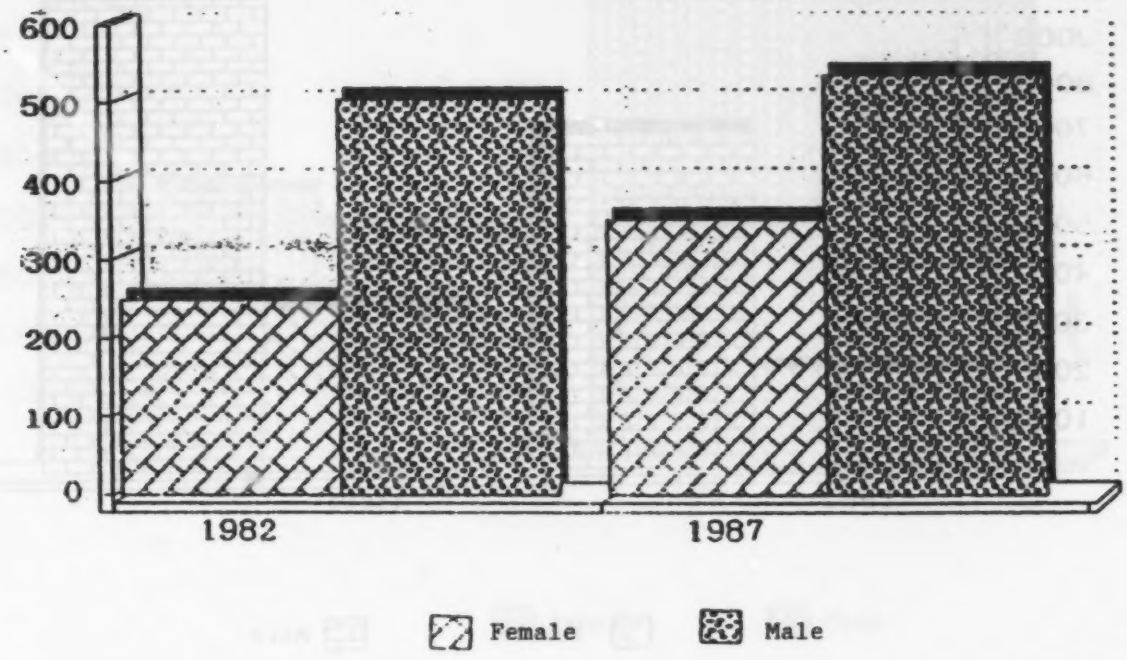
1982-1987



Graph No. 9

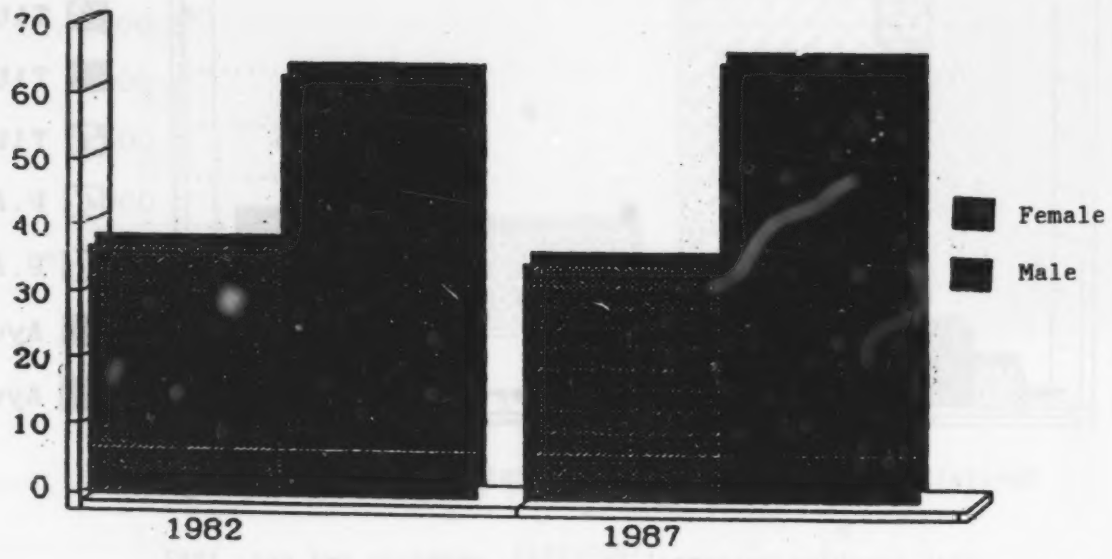
Female/Male Comparison: Faculty of Dentistry

1982-1987



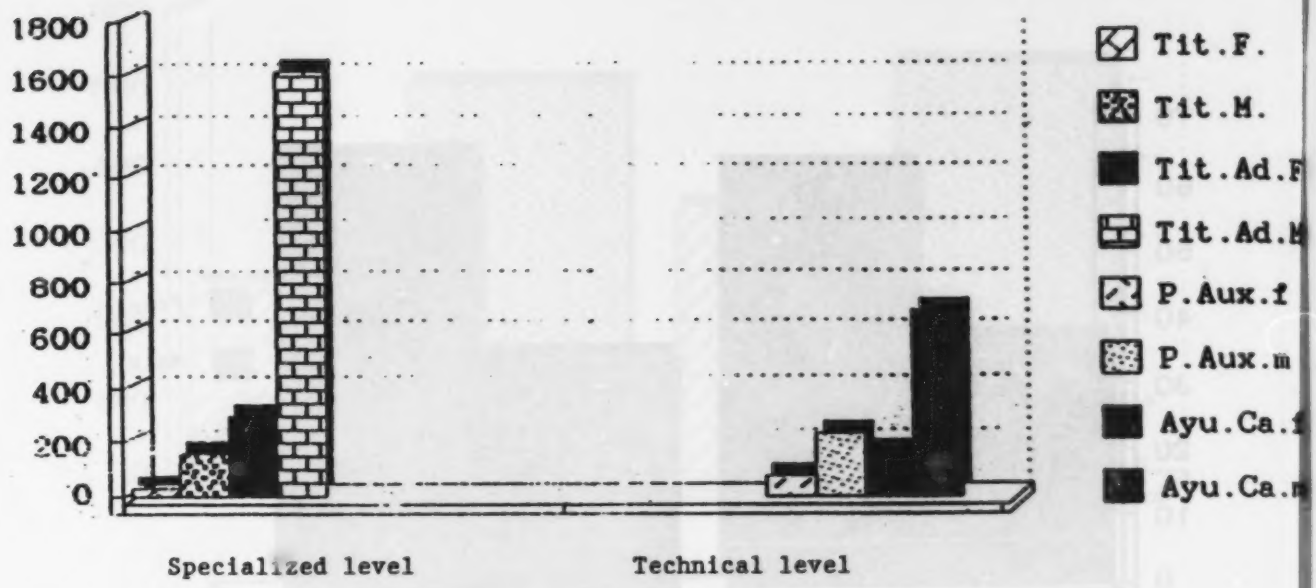
Graph No. 10

Total USAC scholarship-holders by sex,
1982 and 1987

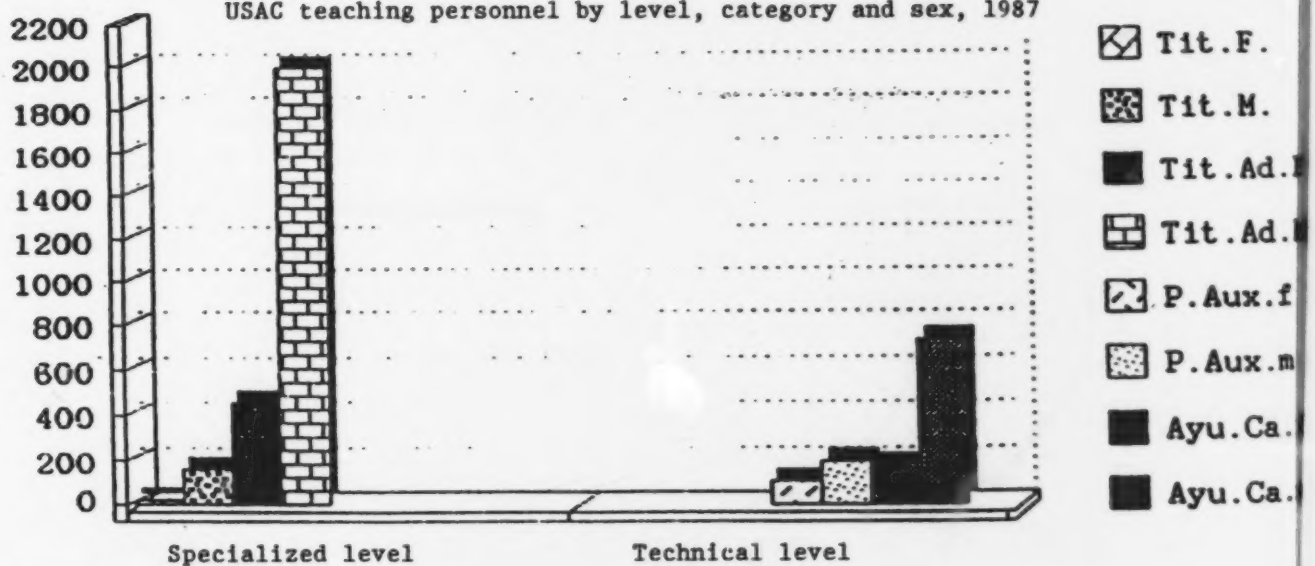


Graph No. 11

USAC teaching staff by level, category and sex, 1982



USAC teaching personnel by level, category and sex, 1987

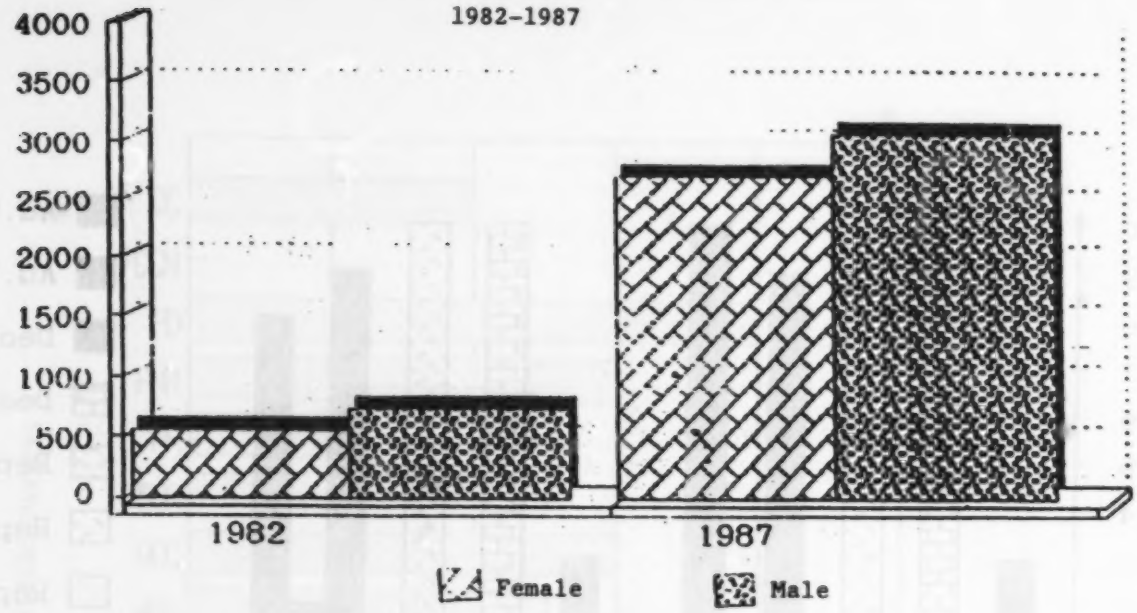


Tit. F. = Female professor
Tit. M. = Male professor
Tit. Ad. F. = Female assistant professor
Tit. Ad. M. = Male assistant professor
P. Aux. f. = Female auxiliary personnel
P. Aux. m. = Male auxiliary personnel
Ayu. Ca. f. = Female departmental assistant
Ayu. Ca. m. = Male departmental assistant

Graph No. 12

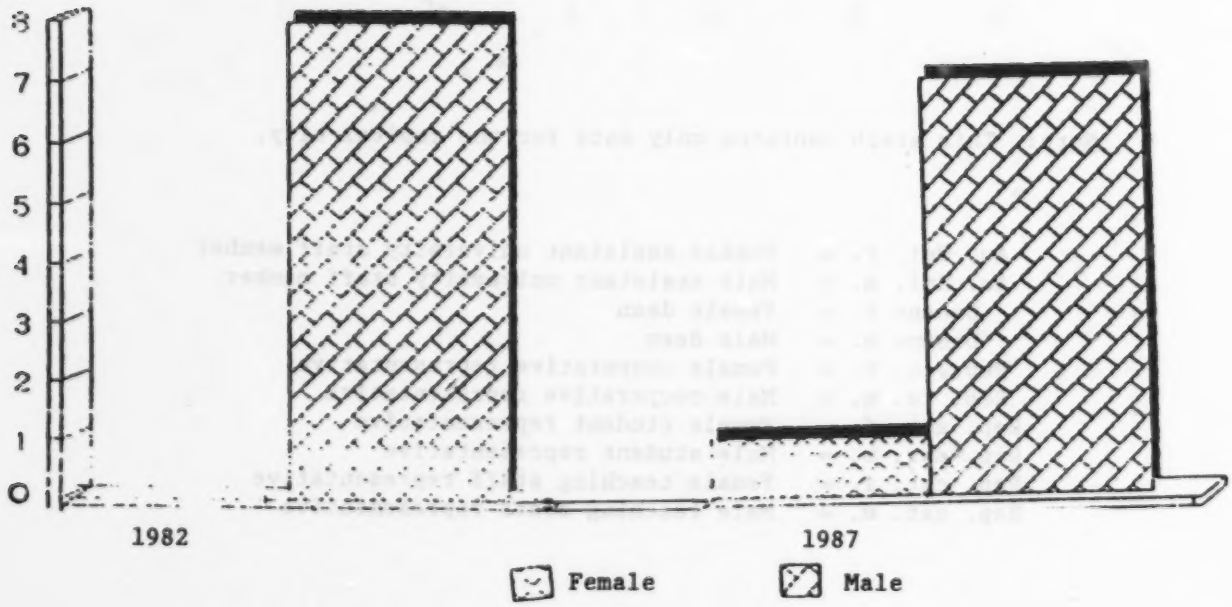
Comparison of USAC teaching staff by sex

1982-1987



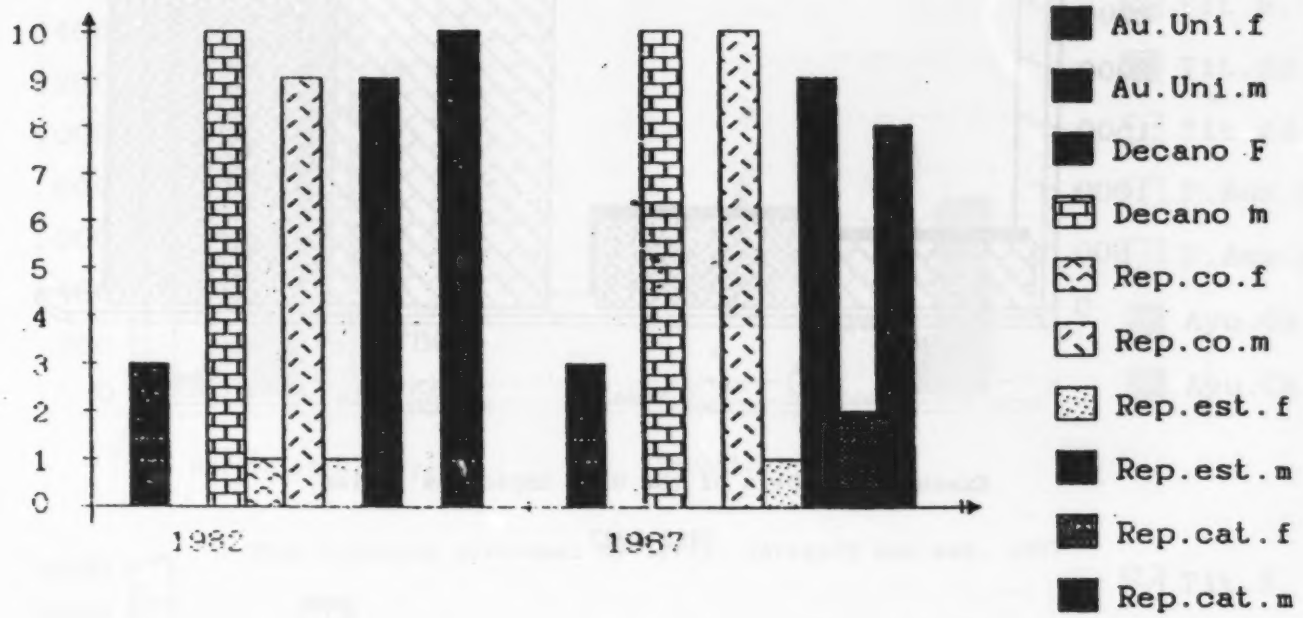
Executive members of the USAC Employees' Union

1982-1987



Graph No. 13

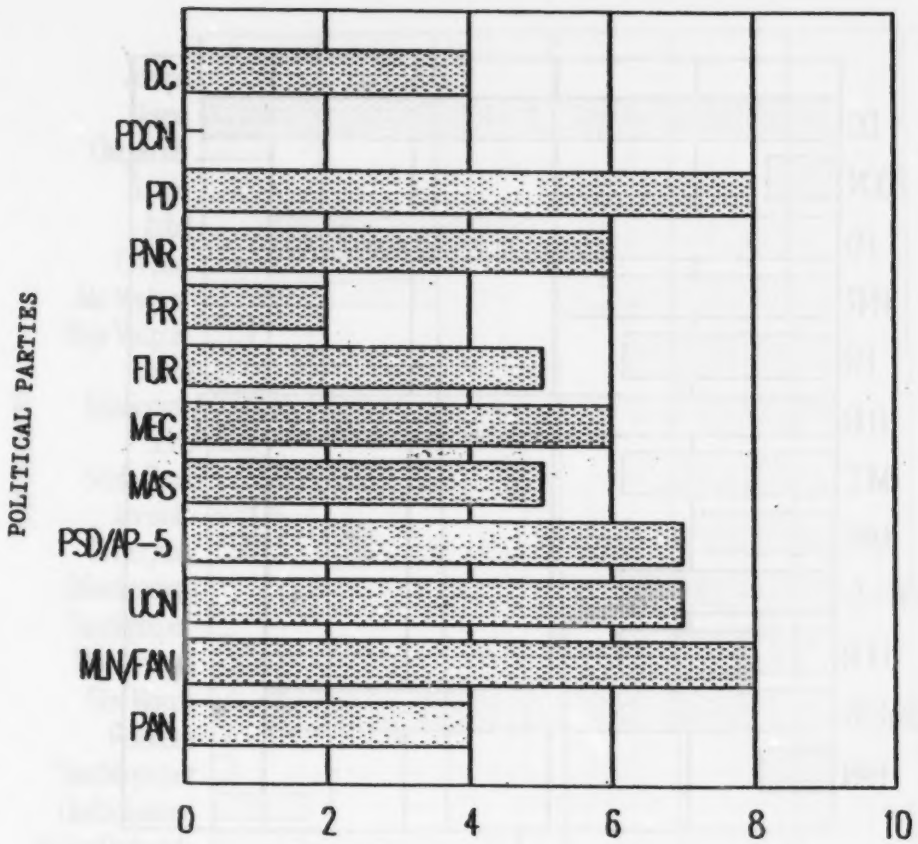
Members of the senior university board by sex, 1982-1987



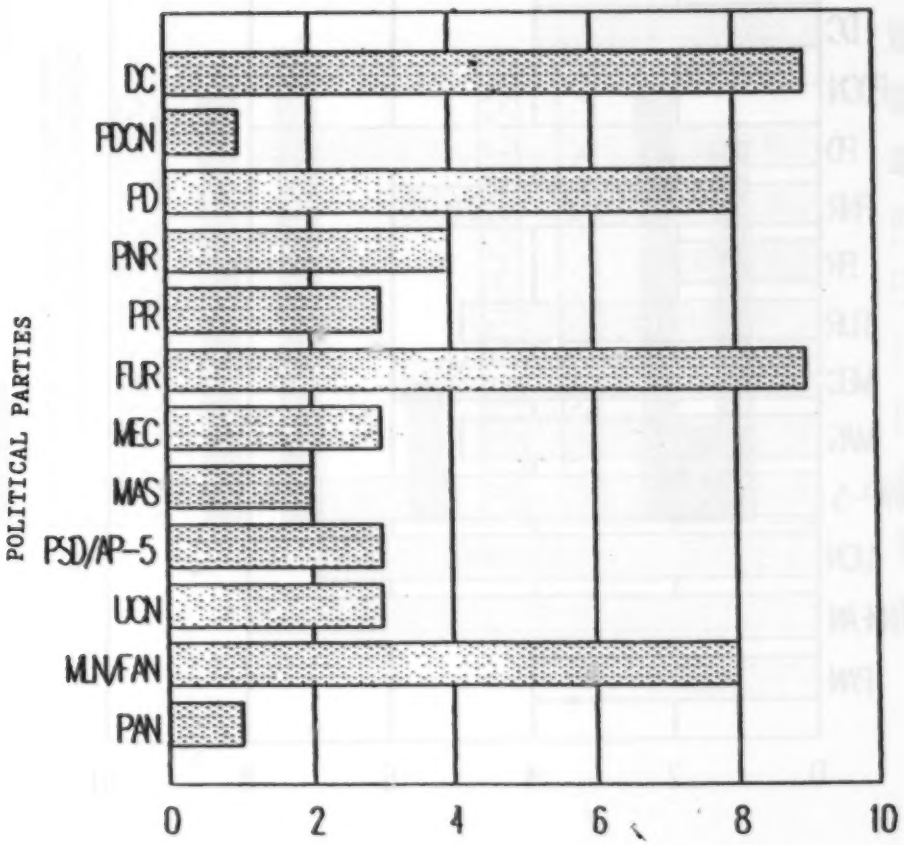
Note: This graph contains only data for the capital city.

Au. Uni. f.	=	Female assistant university staff member
Au. Uni. m.	=	Male assistant university staff member
Decano f.	=	Female dean
Decano m.	=	Male dean
Rep. co. f.	=	Female cooperative representative
Rep. co. m.	=	Male cooperative representative
Rep. est. f.	=	Female student representative
Rep. est. m.	=	Male student representative
Rep. cat. f.	=	Female teaching staff representative
Rep. cat. m.	=	Male teaching staff representative

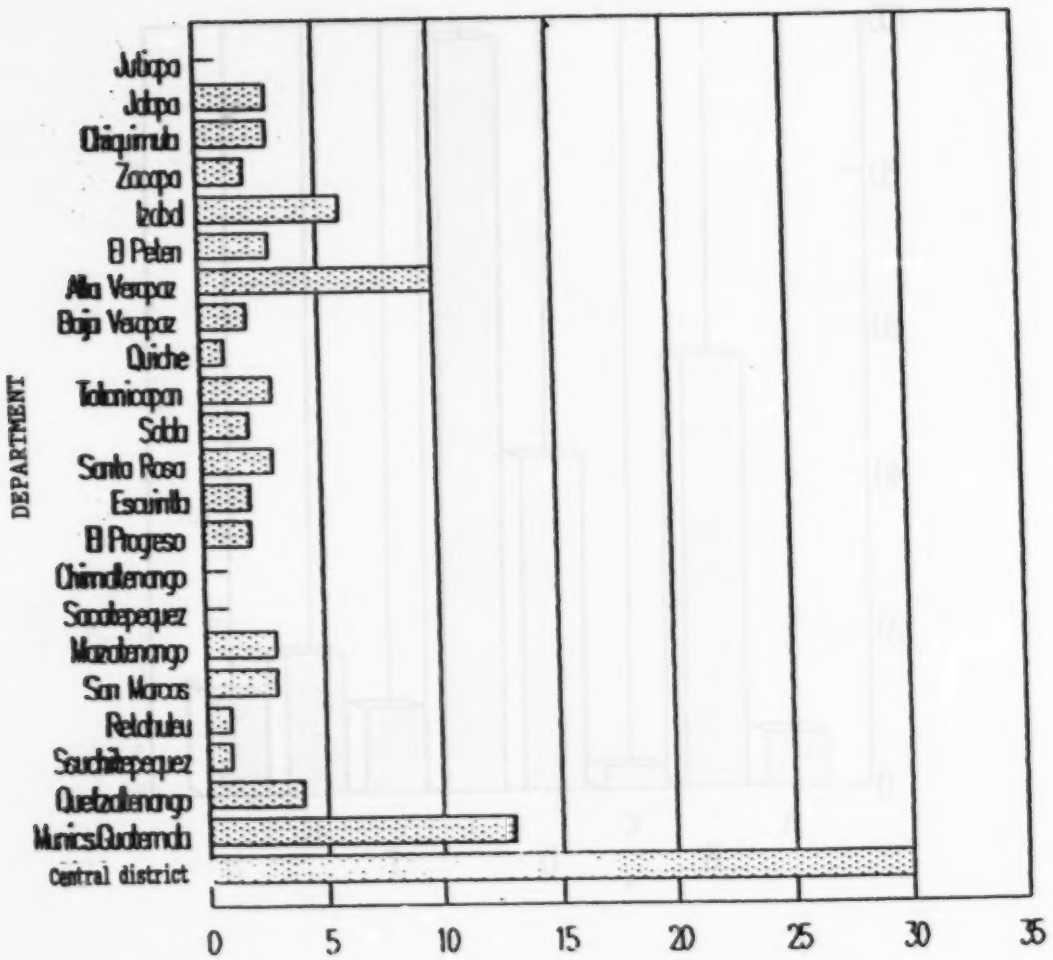
FEMALE NOMINATIONS FOR CENTRAL AMERICAN
PARLIAMENTARY REPRESENTATIVE



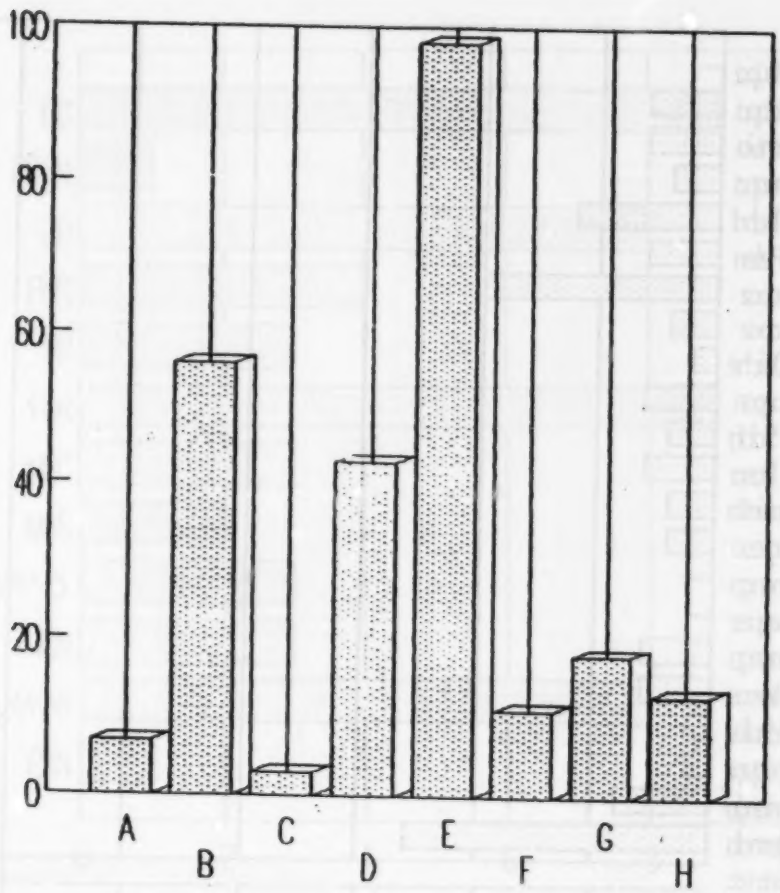
FEMALE NOMINATIONS FOR PARLIAMENTARY REPRESENTATIVE
BY NATIONAL LIST



FEMALE NOMINATIONS FOR PARLIAMENTARY REPRESENTATIVE
BY DISTRICT



FEMALE PARTICIPATION IN THE EXECUTIVE BRANCH
OF GOVERNMENT, BY POST HELD



1990

A -	Manual and specialist	7 per cent
B -	Clerical	56 per cent
C -	Security	3 per cent
D -	Teaching	43 per cent
E -	Paramedical	98 per cent
F -	Skilled and skilled professional	11 per cent
G -	Professional	18 per cent
H -	Executive	13 per cent